

ADDENDUM TO AGENDA
ELK GROVE UNIFIED SCHOOL DISTRICT
Regular Meeting of the Board of Education
Board Room, Education Center
9510 Elk Grove-Florin Road
Elk Grove, CA 95624
June 19, 2012
Closed Session – 5:30 p.m.
Regular Session – 7:00 p.m.

<u>Item</u>	<u>Time – Approximate</u>
REGULAR MEETING - 7:00 p.m.	
IX. Public Hearing, Discussion and/or Action Items	
10A. Ratification of Negotiated Agreement with Amalgamated Transit Union (ATU)	5 Minutes
10B. Ratification of Negotiated Agreement with American Association of State, County and Municipal Employees (AFSCME)	5 Minutes
10C. Ratification of Negotiated Agreement with Psychologists and Social Workers' Association (PSWA)	5 Minutes

XII. Consent Agenda – Action

- 33A. Declaration of Need for Fully Qualified Educators for 2012-13
- 33B. 2012-13 Ratification of CIF Representatives

AMERICAN WITH DISABILITIES COMPLIANCE NOTICE

In compliance with the Americans with Disabilities Act, those requiring special assistance to access the Board meeting room, to access written documents being discussed at the Board meeting, or to otherwise participate at Board meetings, please contact the Board Secretary, Arlene Hein, at (916) 686-7700. Notification of at least 24 hours prior to the meeting will enable the District to make reasonable arrangements to ensure accessibility to the Board meeting and to provide any required accommodation, auxiliary aids or services.

DOCUMENT AVAILABILITY

Documents provided to a majority of the Governing Board regarding an open session item on this agenda will be made available for public inspection in District office located at 9510 Elk Grove-Florin Road, Elk Grove, CA during normal business hours.

ELK GROVE UNIFIED SCHOOL DISTRICTAgenda Item No: 10A**Board Agenda Item**

Supplement No. _____

Meeting Date June 19, 2012**Subject:**Department: Human Resources

Tentative Agreement Between Elk Grove Unified School District and Amalgamated Transit Union (ATU)

Action Requested:

The Tentative Agreement between the Elk Grove Unified School District (EGUSD) and the Amalgamated Transit Union (ATU) was ratified by ATU on June 7, 2012. The Board of Education of EGUSD is asked to conduct a Public Hearing to present the Tentative Agreement reached through negotiations June 6, 2012. The EGUSD Board President should announce and open the public hearing with a request for anyone who wishes to speak to the proposal to please come forward. After listening to any speakers, the Board President should close the public hearing. After closing the public hearing, the Board should be asked to take action to approve the tentative agreement.

Discussion:

The EGUSD Board should be asked to approve the attached Tentative Agreement. In addition, Education Code Section 3540.2 stipulates a fiscal review by the Sacramento County Office of Education (SCOE) of negotiated agreements to determine the financial impact of the agreement on the District budget. Therefore, the AB 1200 report which provides the financial analysis of the Tentative Agreement is attached and was submitted to SCOE for their review.

Financial Summary:

Prepared By: _____

Department Approval: _____

Glen De Graw *GD*

Prepared By: _____

Superintendent Approval: _____

Steven M. Ladd, Ed.D.

ASL

Tentative Agreement
Between
Elk Grove Unified School District
And
Amalgamated Transit Union
June 6, 2012

This Tentative Agreement is between Elk Grove Unified School District (District) and Amalgamated Transit Union (ATU). Except as provided below in this agreement, the parties agree that this agreement resolves negotiations for the 2012-2013 school year. The District and ATU agree to the following:

1. Health and Welfare Benefits

- a. Effective July 1, 2012, revise the collective bargaining with the following provisions:

The District's maximum contribution toward medical benefit premium costs shall be 80% of the premium cost for the low cost medical plan offered by the District. Each Bargaining Unit Member's contribution toward medical benefit premium costs shall be 20% of the premium cost for the low cost plan medical plan offered by the District based upon the subscriber level selected for the year. Unit members shall be responsible for the buy up costs related to selecting a medical plan other than the low cost plan.

Example based upon 2012-2013 Kaiser low cost plan:

	<i>2012-2013 Kaiser Premiums Low Cost Plan Monthly</i>	<i>District Contribution 80% Monthly</i>	<i>Employee Contribution 20% Monthly</i>	<i>Employee Wellness Rebate Compensation Annual</i>
<i>Single Subscriber</i>	\$ 492.33	\$ 393.86	\$ 98.47	\$ 295.44
<i>2 Party Subscriber</i>	\$ 984.66	\$ 787.73	\$196.93	\$ 590.76
<i>Family</i>	\$1,393.29	\$1,114.63	\$278.66	\$836.04

b. Wellness Rebate Compensation

Each unit member who submits to the District an approved Wellness certification that verifies that the unit member has satisfied all of the Wellness requirements referenced section 1(c) below, each year shall receive a Wellness Rebate equal to five percent (5%) of the total medical premium cost of the Low Cost plan based upon the subscriber level selected for the year.

Unit members who submit their approved Wellness certification to the District by November 1st shall receive their annual Employee Wellness Rebate compensation by January 10th. Unit members who submit their approved Wellness certification by May 15th shall receive their annual Employee Wellness Rebate compensation by July 10th. The Wellness Requirement verification process will be developed by the District.

For example, for the 2012-2013 school year, based upon the Kaiser Low Cost plan for both Kaiser and Health Net participants, the annual Wellness Rebate Compensation for a single subscriber would be \$295.44, for a two party subscriber would be \$590.76, and for a family subscriber would be \$836.04.

The value of the five percent (5%) Wellness Rebate Compensation will change each year depending upon the total premium cost of the low cost medical plan provided by the District.

c. Wellness Rebate Compensation Requirements

The Wellness Incentive Rebate requirements necessary to receive the annual Wellness Rebate compensation are: an annual physical examination, completion of an annual online Health Risk Assessment, an annual Comprehensive Metabolic Panel (CMP), an annual body mass index (BMI) test and/or other age appropriate screenings as recommended by the unit member's physician.

d. Co pays

The Kaiser and Health Net medical plans shall be changed to the \$30 co pay plans quoted by Kaiser and Health Net for the 2012-2013 school year. Except for this co pay change, changes required by law, and all of the terms included in this agreement, all current medical benefit agreements between the District and ATU regarding Health and Welfare plan design changes and the Health Net Premier Care plan continue as part of this agreement.

e. Health Benefit Committee

The District and ATU are committed to explore a new Health and Welfare model. Accordingly, a committee shall be established to explore alternative health benefit models. This committee shall invite all represented and unrepresented groups to participate in the exploration of alternative health benefit models.

2. Lottery System Check

The August 2012 Lottery System Check shall be suspended in 2012, unless otherwise negotiated.

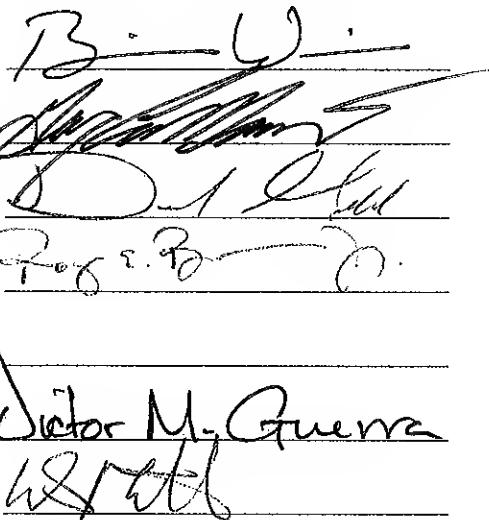
3. Field Trip and CBI Committee

During the 2012-2013 school year, ATU and the District agree that representatives from ATU and the District will meet as part of Field Trip and CBI Committee. The role of the Committee is to develop recommendations for the ATU and District negotiation teams regarding District field trip guidelines.

4. 2013-2014 Negotiations

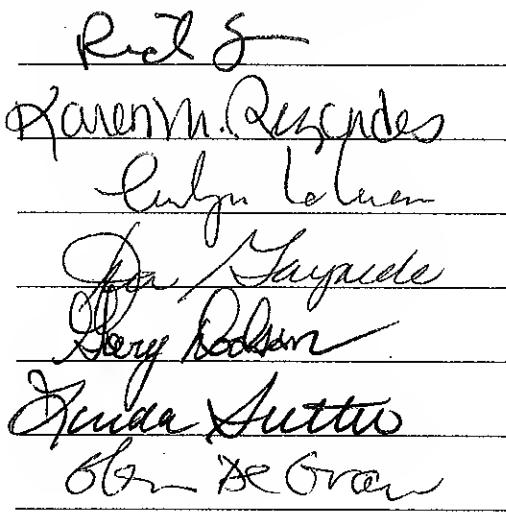
ATU and the District agree to commence negotiations in November 2012 for the 2013-2014 school year. ATU and the District agree that the 2013-2014 reopeners for negotiations shall include, but shall not be limited to health benefit waivers and the allocation of the wellness rebate on a monthly basis.

Amalgamated Transit Union


Victor M. Guerra
WSTU

Dated: 06-06-2012

Elk Grove Unified School District


Red S
Karen M. Quigley
Lynne Laiuen
Don Hayashi
Dory Dohm
Teresa Autio
Glen De Graw

Dated: 6-6-2012

SACRAMENTO COUNTY OFFICE OF EDUCATION
PUBLIC DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT
In Accordance with AB 1200 (Chapter 1213/1991), GC 3547.5, and CCR, Title V, Section 15449

Name of School District:	Elk Grove Unified School District		
Name of Bargaining Unit:	Amalgamated Transit Union (ATU)		
Certificated, Classified, Other:	Classified - non-management		

The proposed agreement covers the period beginning: July 1, 2012 and ending: June 30, 2013
(date) (date)

The Governing Board will act upon the agreement on: June 19, 2012
(date)

Note: This form, along with a copy of the proposed agreement, must be submitted to the County Office at least ten (10) working days prior to the date the Governing Board will take action.

A. Proposed Change in Compensation

	Compensation	Annual	Fiscal Impact of Proposed Agreement		
		Cost Prior to	Year 1	Year 2	Year 3
		Proposed Agreement	Increase (Decrease)	Increase (Decrease)	Increase (Decrease)
		FY 2011/12	FY 2012/13	FY 2013/14	FY 2014/15
1	Salary Schedule (This is to include Step and Columns, which is also reported separately in Item 6)	\$4,814,518	\$0	\$0	\$0
			0	0	0
2	Other Compensation Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	\$0	\$0	\$0	\$0
			0	0	0
	Description of other compensation: Lottery Stipend				
3	Statutory Benefits - STRS, PERS, FICA, WE, UI, Medicare, etc.	\$1,168,965	\$0	\$0	\$0
			0	0	0
4	Health/Welfare Plans	\$1,422,126	-\$159,304	\$126,282	\$138,910
			0	0	0
5	Total Compensation - Add Items 1 through 4 to equal 5	\$7,405,609	-\$159,304	\$126,282	\$138,910
		0	-0.021511263	0.017427089	0.018841446
6	Step and Column - Due to movement plus any changes due to settlement. This is a subset of Item No. 1	\$9,629	\$0	\$0	\$0
			0	0	0
7	Total Number of Represented Employees (Use FTEs if appropriate)	131.5646	131.5646	131.5646	131.5646
			0	0	0
8	Total Compensation Average Cost per Employee	\$56,289	-\$1,211	\$960	\$1,056
			0	0	0

9. What was the negotiated percentage increase approved? For example, if the increase in "Year 1" was for less than a full year, what is the annualized percentage of that increase for "Year 1"?

N/A

10. Were any additional steps, columns, or range added to the schedule? (If yes, please explain.)

No

11. Please include comments and explanations as necessary. (If more room is necessary, please attach an additional sheet.)

N/A

12. Does this bargaining unit have a negotiated cap for Health & Welfare Yes No

If yes, please describe the cap amount.

The District's maximum contribution toward medical benefit premium costs shall be 80% of the premium cost for the low cost medical plan offered by the District. Each Bargaining Unit member's contribution toward medical benefit premium costs shall be at 20% of the premium cost from the low cost plan medical plan offered by the district. Unit members shall be responsible for the buy up costs related to selecting a medical plan other than the low cost plan.

- B. Proposed Negotiated Changes in Non-compensation Items (i.e., class size adjustments, staff development days, teacher prep time, classified staffing ratios, etc.)

N/A

- C. What are the specific impacts (positive or negative) on instructional and support programs accommodate the settlement? Include the impact of changes such as staff reductions or increases, program reductions or increases, elimination or expansion of other services or programs (i.e., counselors, librarians, custodial staff, etc.)

N/A

- D. What contingency language is included in the proposed agreement (e.g., reopeners, etc.)?**
ATU and the District agree to commence negotiations by November, 2012 for the 2013-14 school year.

- E. Will this agreement create, or decrease deficit financing in the current or subsequent year(s)?**
"Deficit Financing" is defined to exist when a fund's expenditures and other financing uses exceed its revenue and other financing sources in a given year. If yes, explain the amounts and justification for doing so.

This agreement will decrease deficit financing in 2012-13.

- F. Identify other major provisions that do not directly affect the district's costs, such as binding arbitrations, grievance procedures, etc.**

N/A

G. Source of Funding for Proposed Agreement

1. Current Year

N/A

2. If this is a single year agreement, how will the ongoing cost of the proposed agreement be funded in subsequent years (i.e., what will all the district afford this contract)?

N/A

3. If this is a multiyear agreement, what is the source of funding, including assumptions used, to fund these obligations in subsequent years? (Remember to include compounding effects in meeting obligations.)

N/A

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Bargaining Unit:	Unrestricted General Fund ATU			
	Column 1	Column 2	Column 3	Column 4
	Latest Board - Approved Budget Before Settlement (As of 5/22/12)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$314,744,523			\$314,744,523
Remaining Revenues (8100-8799)	\$54,896,034			\$54,896,034
TOTAL REVENUES	\$369,640,557	\$0	\$0	\$369,640,557
EXPENDITURES				
Certificated Salaries (1000-1999)	\$177,843,565			\$177,843,565
Classified Salaries (2000-2999)	\$31,426,321			\$31,426,321
Employee Benefits (3000-3999)	\$82,975,741			\$82,975,741
Books and Supplies (4000-4999)	\$4,894,177			\$4,894,177
Services, Other Operating Expenses (5000-5999)	\$15,722,975			\$15,722,975
Capital Outlay (6000-6999)	\$170,538			\$170,538
Other Outgo (7100-7299) (7400-7499)	\$227,909			\$227,909
Direct Support/Indirect Cost (7300-7399)	-\$6,811,371			-\$6,811,371
Other Adjustments				\$0
TOTAL EXPENDITURES	\$306,449,855	\$0	\$0	\$306,449,855
OPERATING SURPLUS (DEFICIT)	\$63,190,702	\$0	\$0	\$63,190,702
TRANSFERS IN & OTHER SOURCES (8910-8979)				\$0
TRANSFERS OUT & OTHER USES (7810-7699)	-\$1,752,828			-\$1,752,828
CONTRIBUTIONS (8980-8999)	-\$42,815,270			-\$42,815,270
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$18,622,604	\$0	\$0	\$18,622,604
BEGINNING BALANCE	\$46,812,372			\$46,812,372
Prior-Year Adjustments/Restatements (9793/9795)				\$0
CURRENT-YEAR ENDING BALANCE	\$65,434,976	\$0	\$0	\$65,434,976
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$306,449			\$306,449
Reserved for Economic Uncertainties (9789)	\$9,500,000			\$9,500,000
Designated Amounts (9780)	\$55,628,527			\$55,628,527
Unappropriated Amounts (9790)	\$0	\$0	\$0	\$0

* Please see question on page 7.

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Bargaining Unit:	Restricted General Fund ATU			
	Column 1	Column 2	Column 3	Column 4
	Latest Board - Approved Budget Before Settlement (As of 5/22/12)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$7,083,452			\$7,083,452
Remaining Revenues (8100-8799)	\$110,138,491			\$110,138,491
TOTAL REVENUES	\$117,221,943	\$0	\$0	\$117,221,943
EXPENDITURES				
Certificated Salaries (1000-1999)	\$46,021,868			\$46,021,868
Classified Salaries (2000-2999)	\$25,529,703			\$25,529,703
Employee Benefits (3000-3999)	\$33,085,704			\$33,085,704
Books and Supplies (4000-4999)	\$21,628,137			\$21,628,137
Services, Other Operating Expenses (5000-5999)	\$31,302,506			\$31,302,506
Capital Outlay (6000-6999)	\$582,693			\$582,693
Other Outgo (7100-7299) (7400-7499)	\$1,786,984			\$1,786,984
Direct Support/Indirect Cost (7300-7399)	\$5,409,417			\$5,409,417
Other Adjustments				\$0
TOTAL EXPENDITURES	\$165,347,012	\$0	\$0	\$165,347,012
OPERATING SURPLUS (DEFICIT)	-\$48,125,069	\$0	\$0	-\$48,125,069
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$733,863			\$733,863
TRANSFERS OUT & OTHER USES (7610-7699)	-\$4,159			-\$4,159
CONTRIBUTIONS (8980-8999)	\$42,815,270			\$42,815,270
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	-\$4,580,095	\$0	\$0	-\$4,580,095
BEGINNING BALANCE	\$18,627,544			\$18,627,544
Prior-Year Adjustments/Restatements (9793/9795)				\$0
CURRENT-YEAR ENDING BALANCE	\$14,047,449	\$0	\$0	\$14,047,449
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$14,047,449			\$14,047,449
Reserved for Economic Uncertainties (9789)				\$0
Designated Amounts (9780)				\$0
Unappropriated Amounts (9790)	\$0	\$0	\$0	\$0

* Please see question on page 7.

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Bargaining Unit:		Combined General Fund ATU			
		Column 1	Column 2	Column 3	Column 4
		Latest Board - Approved Budget Before Settlement (As of 5/22/12)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES					
Revenue Limit Sources (8010-8099)		\$321,827,975	\$0	\$0	\$321,827,975
Remaining Revenues (8100-8799)		\$165,034,525	\$0	\$0	\$165,034,525
TOTAL REVENUES		\$486,862,500	\$0	\$0	\$486,862,500
EXPENDITURES					
Certificated Salaries (1000-1999)		\$223,865,433	\$0	\$0	\$223,865,433
Classified Salaries (2000-2999)		\$56,956,024	\$0	\$0	\$56,956,024
Employee Benefits (3000-3999)		\$116,061,445	\$0	\$0	\$116,061,445
Books and Supplies (4000-4999)		\$26,522,314	\$0	\$0	\$26,522,314
Services, Other Operating Expenses (5000-5999)		\$47,026,481	\$0	\$0	\$47,026,481
Capital Outlay (8000-6999)		\$753,231	\$0	\$0	\$753,231
Other Outgo (7100-7299) (7400-7499)		\$2,014,893	\$0	\$0	\$2,014,893
Direct Support/Indirect Cost (7300-7399)		-\$1,401,954	\$0	\$0	-\$1,401,954
Other Adjustments		\$0	\$0	\$0	\$0
TOTAL EXPENDITURES		\$471,796,867	\$0	\$0	\$471,796,867
OPERATING SURPLUS (DEFICIT)		\$15,065,633	\$0	\$0	\$15,065,633
TRANSFERS IN & OTHER SOURCES (8910-8979)		\$733,863	\$0	\$0	\$733,863
TRANSFERS OUT & OTHER USES (7610-7699)		-\$1,756,987	\$0	\$0	-\$1,756,987
CONTRIBUTIONS (8980-8999)		\$0	\$0	\$0	\$0
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE		\$14,042,509	\$0	\$0	\$14,042,509
BEGINNING BALANCE		\$65,439,916			\$65,439,916
Prior-Year Adjustments/Restatements (9793/9795)		\$0			\$0
CURRENT-YEAR ENDING BALANCE		\$79,482,425	\$0	\$0	\$79,482,425
COMPONENTS OF ENDING BALANCE:					
Reserved Amounts (9711-9740)		\$14,353,898	\$0	\$0	\$14,353,898
Reserved for Economic Uncertainties (9789)		\$9,500,000	\$0	\$0	\$9,500,000
Designated Amounts (9780)		\$55,628,527	\$0	\$0	\$55,628,527
Unappropriated Amounts - Unrestricted (9790)		\$0	\$0	\$0	\$0

I. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Enter Bargaining Unit:	Combined General Fund ATU		
	2011-12	2012-13	2013-14
	Total Current Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
Revenue Limit Sources (8010-8099)	\$321,827,975	\$297,880,701	\$295,080,076
Remaining Revenues (8100-8799)	\$165,034,525	\$156,416,341	\$146,184,932
TOTAL REVENUES	\$486,862,500	\$454,297,042	\$441,265,008
EXPENDITURES			
Certificated Salaries (1000-1999)	\$223,865,433	\$235,028,930	\$220,603,449
Classified Salaries (2000-2999)	\$56,956,024	\$58,299,893	\$58,711,764
Employee Benefits (3000-3999)	\$116,061,445	\$112,493,380	\$111,485,952
Books and Supplies (4000-4999)	\$26,522,314	\$23,058,245	\$23,228,671
Services, Other Operating Expenses (5000-5999)	\$47,025,481	\$45,715,965	\$46,781,787
Capital Outlay (8000-6999)	\$753,231	\$582,693	\$582,693
Other Outgo (7100-7299) (7400-7499)	\$2,014,893	\$1,972,598	\$1,972,598
Direct Support/Indirect Cost (7300-7399)	-\$1,401,954	-\$1,401,954	-\$1,401,954
Other Adjustments	\$0	\$0	\$0
TOTAL EXPENDITURES	\$471,796,867	\$475,749,750	\$461,964,960
OPERATING SURPLUS (DEFICIT)	\$15,065,633	-\$21,452,708	-\$20,699,952
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$733,863	\$733,863	\$733,863
TRANSFERS OUT & OTHER USES (7610-7699)	-\$1,756,987	-\$1,752,828	-\$1,252,828
CONTRIBUTIONS (8980-8999)	\$0	\$0	\$0
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$14,042,509	-\$22,471,673	-\$21,218,917
BEGINNING BALANCE	\$65,439,916	\$79,482,425	\$57,010,752
CURRENT-YEAR ENDING BALANCE	\$79,482,425	\$57,010,752	\$35,791,835
COMPONENTS OF ENDING BALANCE:			
Reserved Amounts (9711-9740)	\$14,353,898	\$15,356,644	\$17,423,441
Reserved for Economic Uncertainties - Unrestricted (9789)	\$9,500,000	\$10,000,000	\$10,000,000
Reserved for Economic Uncertainties - Restricted (9770)			
Board Designated Amounts (9780)	\$55,628,527	\$31,654,108	\$8,368,394
Unappropriated Amounts - Unrestricted (9790)	\$0	\$0	\$0
Unappropriated Amounts - Restricted (9790)	\$0	\$0	\$0

J. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES

1. State Reserve Standard

		2011-12	2012-13	2013-14
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$473,553,854	\$477,502,578	\$463,217,788
b.	State Standard Minimum Reserve Percentage for this District <u>2%</u> enter percentage:	2%	2%	2%
c.	State Standard Minimum Reserve Amount for this District (For districts with less than 1,001 ADA, this is the greater of Line a, times Line b, OR \$50,000)	\$9,471,077	\$9,550,052	\$9,264,356

2. Budgeted Unrestricted Reserve (After Impact of Proposed Agreement)

a.	General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9789)	\$9,500,000	\$10,000,000	\$10,000,000
b.	General Fund Budgeted Unrestricted Unappropriated Amount (9790)	\$0	\$0	\$0
c.	Special Reserve Fund (Fund 17) Budgeted Designated for Economic Uncertainties (9780)	\$0	\$0	\$0
d.	Special Reserve Fund (Fund 17) Budgeted Unappropriated Amount (9780)	\$0	\$0	\$0
g.	Total Available Reserves	\$9,500,000	\$10,000,000	\$10,000,000
h.	Reserve for Economic Uncertainties Percentage	2.0%	2.1%	2.2%

3. Do unrestricted reserves meet the state minimum reserve amount?

2011-12	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2012-13	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2013-14	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>

4. If no, how do you plan to restore your reserves?

N/A

5. If the total amount of the adjustment in Column 2 on Page 4 does not agree with the amount of the Total Compensation Increase in Section A, Line 5, Page 1 (i.e., increase was partially budgeted), explain the variance below:

6. Please include any additional comments and explanation of Page 4 if necessary: N/A

K. SALARY NOTIFICATION REQUIREMENT

The following section is applicable and should be completed when any Salary/Benefit Negotiations are settled after the district's final budget has been adopted.

COMPARISON OF PROPOSED AGREEMENT TO CHANGE IN DISTRICT BASE REVENUE LIMIT

(a) Current-Year Base Revenue Limit (BRL) per ADA: (obtain from the County Office-provided Revenue Limit run, Form RL, Line 4)	\$ <u>6501.90</u> (Estimated)
(b) Prior-Year Base Revenue Limit per ADA: (Form RL, Line 1)	\$ <u>6358.90</u> (Actual)
(c) Amount of Current-Year Increase: (a) minus (b)	\$ <u>143</u>
(d) Percentage Increase in BRL per ADA: (c) divided by (b)	2.249%
(e) Deficit: (Form RL, Line 9-a)	<u>0.79398 %</u>
(f) Percentage Increase in BRL after deficit:	-1.00%
(g) Total Compensation Percentage Increase from Section A, Line 5, Page 1 for Current year (Year 1)	-2.15%

L. CERTIFICATION NO. 1: CERTIFICATION OF THE DISTRICTS ABILITY TO MEET THE COSTS OF COLLECTIVE BARGAINING AGREEMENT

The disclosure document must be signed by the district Superintendent and Chief Business Officer at the time of public disclosure.

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Business Officer of Elk Grove Unified School District (District), hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement between the District and the Amalgamated Transit Union (ATU), during the term of the agreement from July 1, 2012 to June 30, 2013.

The budget revisions necessary to meet the costs of the agreement are as follows:

<u>Budget Adjustment Categories:</u>	<u>Budget Adjustment Increase (Decrease)</u>
Revenues/Other Financing Sources	0
Expenditures/Other Financing Uses	0
Ending Balance Increase (Decrease)	0

X (No budget revisions necessary)


District Superintendent (Signature)
Steven M. Ladd, Ed.D.

6/13/12
Date

 Rich Fagan
Chief Business Officer (Signature)
Rich Fagan

6/13/12
Date

M. CERTIFICATION NO. 2

The disclosure document must be signed by the district Superintendent or designee at the time of public disclosure and by the President or Clerk of the Governing Board at the time of formal board action on the proposed agreement.

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement (as provided in the "Public Disclosure of Proposed Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code Section 3547.5.

District Superintendent (Signature)
Steven M. Ladd, Ed.D.

Date

Shannon Stenroos, Budget Manager
Contact Person

(916) 686-7769 x 7667
Phone

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on June 19, 2012, took action to approve the proposed Agreement with the Amalgamated Transit Union (ATU).

President (or Clerk), Governing Board
(Signature)

Date

ELK GROVE UNIFIED SCHOOL DISTRICT

10B

Agenda Item No: _____

Board Agenda Item

Supplement No. _____

Meeting Date June 19, 2012**Subject:****Department: Human Resources**

Tentative Agreement Between Elk Grove Unified School District and American Federation of State, County and Municipal Employees (AFSCME)

Action Requested:

If the Tentative Agreement between the Elk Grove Unified School District (EGUSD) and the American Federation of State, County and Municipal Employees (AFSCME) is ratified by AFSCME, the Board of Education of EGUSD will be asked to conduct a Public Hearing to present the Tentative Agreement reached through negotiations May 30, 2012. Should there be an affirmative action by AFSCME, the EGUSD Board President should announce and open the public hearing with a request for anyone who wishes to speak to the proposal to please come forward. After listening to any speakers, the Board President should close the public hearing. After closing the public hearing, the Board should be asked to take action to approve the tentative agreement.

Discussion:

If the Tentative Agreement is ratified by a vote of the AFSCME members, the EGUSD Board should be asked to approve the attached Tentative Agreement. In addition, Education Code Section 3540.2 stipulates a fiscal review by the Sacramento County Office of Education (SCOE) of negotiated agreements to determine the financial impact of the agreement on the District budget. Therefore, the AB 1200 report which provides the financial analysis of the Tentative Agreement is attached and was submitted to SCOE for their review.

Financial Summary:

Prepared By: _____

Department Approval: _____

Glen De Graw

GD

Prepared By: _____

Superintendent Approval: _____

Steven M. Ladd, Ed.D.

SL

Tentative Agreement
Between
Elk Grove Unified School District
And
American Federation of State, County, and Municipal Employees

May 30, 2012

This Tentative Agreement is between Elk Grove Unified School District (District) and the American Federation of State, County, and Municipal Employees, Local 258 (AFSCME). Except as provided below in this agreement, the parties agree that this agreement resolves negotiations for the 2011-2012 and 2012-2013 school year.

1. Health and Welfare Benefits

- a. Effective July 1, 2012, as described below the District and AFSCME agree to the following revisions, deletions and additions to Article 9 of the collective bargaining agreement related to the provision of health and welfare benefits.

ARTICLE 9

BENEFITS

9.1 General

9.1.1 ~~Appropriate Insurance coverage for employees/dependents will be provided by the District with options available to employees/dependents at their expense to suit their particular needs. At least two (2) carriers of major medical programs will be available.~~

9.1.2 Upon initial employment each unit member will be notified of the availability of health and insurance benefits contained in this Article and shall have thirty (30) calendar days from the date of employment to enroll.

9.1.3 All employees of the District are covered by liability and indemnity insurance carried by the District.

9.1.4 ~~Dental Benefit Coverage under the Section 9.8.2, 80%/20% Premium Cost Sharing Plan and EGBERT. Other modifications to the health benefit package or payments will be negotiated with the health insurance committee.~~

a. All employees will be enrolled in the Delta Premier Plan at the 100% premium coverage level unless they elect to waive their dental coverage during Open Enrollment ~~or opt to participate in the Voluntary Plan under Section 9.8.3.~~

b. The dental benefit program will reimburse orthodontia 50% of the cost to a maximum of \$2,500 lifetime maximum per person, ~~unless the unit member opts to participate in the Voluntary Plan under Section 9.8.3.~~

c. The District and AFSCME agree to participate in the Elk Grove Benefits Employee Retirement Trust (EGBERT). All unit members eligible for post retirement health and welfare benefits who retire on or after July 1, 2000 shall receive such benefits from EGBERT in accordance with this

agreement and the EGBERT Agreement dated February 20, 1996 and any amendments to such agreements.

Unit members employed on or after July 1, 2006 (including disability recipients) are eligible for retiree health and hospitalization plans under this section provided they have completed benefit eligible service of at least 180 months or 15 school calendar years with Elk Grove Unified School District prior to retirement. Retirees/recipients must be actively drawing retirement or disability benefits from the STRS/PERS. Such retirees/recipients shall have met the eligibility requirements during their active employment. The years of benefit eligibility do not have to be consecutive; but if an employee voluntarily leaves and returns outside of the 39 month rehire period, he or she must again meet the entire vesting requirements in place at that time for benefit eligibility.

Unit members employed before July 1, 2006 (including disability recipients) are eligible for retiree health and hospitalization plans under this section provided they have completed benefit eligible service of at least 120 months or 10 school calendar years with Elk Grove Unified School District prior to retirement. Retirees/recipients must be actively drawing retirement or disability benefits from the STRS/PERS. Such retirees/recipients shall have met the eligibility requirements during their active employment. The years of benefit eligibility do not have to be consecutive; but if an employee voluntarily leaves and returns outside of the 39 month rehire period, he or she must again meet the entire vesting requirements in place at that time for benefit eligibility.

Consistent with Addendum #2 of the EGBERT Agreement, the EGBERT Board of Directors shall be made up of one director appointed by each union that is a party to a collective bargaining agreement with the District that participates in EGBERT. The number of directors appointed by the Districts' Superintendent shall be equal to the total number of directors appointed by the unions.

It will be the continuing responsibility of EGBERT to determine benefits and recommend District contribution levels. EGBERT and the Elk Grove exclusive representatives agree to use a combined negotiating team drawn from all of the participating employee organizations to negotiate eligibility qualifications and the amount of contributions to be made to EGBERT. This combined negotiating team shall consist of representatives appointed by each bargaining unit and up to an equal number of management representatives appointed by the District Superintendent. The District sole financial obligation for the provision of retiree benefits to individuals retiring on or after July 1, 2000 shall be to make the contributions to EGBERT negotiated with the combined negotiating team described in this paragraph.

Until the parties agree otherwise in writing or negotiations with the combined negotiating team are exhausted: (1) the District shall continue to pay to EGBERT \$80 per month, per benefit eligible employee on a 12 month basis or \$960 per year, per benefit eligible employee; (2) the District shall continue to pay to EGBERT a sum equal to 1% of total District salaries each month on a twelve (12) month basis; (3) each benefit eligible unit member shall contribute \$50 per month, on a 12-month basis starting July 1, 2010 toward the cost of current health benefits. The \$50.00 contribution will increase by an additional \$10.00 per month July 1st of each succeeding year until the individual unit member's contribution rate for the cost of current health benefits of \$90.00 per month is achieved.

- d. Each benefit eligible employee shall have their contribution deducted from their compensation, via payroll deduction or at the employee' election via the Districts' Section 125 plan; and (4) the District shall implement sections 2 and 3 of the parties' April 14, 2010 agreement regarding contributions toward the cost of current health benefits.

- e. It is intended that the EGBT board will be made up of one representative from AFSCME, one from ATU, one from CSEA, one from EGUSD management, one from EGEA, one from PSWA, and two from current retirees (one certificated and one classified). It will be the continuing responsibility of the EGBT to determine benefits and recommend contribution levels. The EGBT and the Elk Grove Exclusive Representatives agree to use a combined negotiating team drawn from all of the participating District exclusive representatives to negotiate those contributions with the District.
 - f. Those waiving medical benefits shall be paid \$780 annually. Beginning with the 2003-2004 school year, the waiver to be paid as cash in lieu of enrolling in the dental program will be decreased to zero, due to District self-insurance.
- 9.1.5 The District and the Unions recognize that the current premiums for coverage are in an inflationary spiral that will demand additional solutions for every affected policy year. Options may include increasing copays for pharmaceutical drugs for brand name products, increasing office visit and emergency room copays, the institution of a hospital copay, the modification of total compensation patterns after the expiration of current three-year agreements, increasing the number of pooled employees to exercise greater bargaining leverage with providers and insurance companies, and the reduction in other District expenditures.
- 9.1.6 The District and its bargaining units will work together to maximize quality insurance programs at affordable rates..
- 9.1.7 The District will enhance its educational programs on benefits to alert employees to options that don't include double coverage, the right to change benefit programs if a spouse has an open enrollment period, and other issues to assist employees make informed decisions.
- 9.1.8 The District will implement a system of auditing eligibility for benefits to assure all those receiving benefits are entitled to do so.

9.2 Eligibility

- 9.2.1 Unit members whose regular or temporary assignment is half-time (.50 FTE) or more shall be eligible to enroll.
- 9.2.2 Once a unit member is eligible, he/she remains eligible for the enrollment year of the contract for the plan, i.e. 7/1 through 6/30.
- 9.2.3 Retired unit members (including disability recipients) are eligible for health and hospitalization plans under this section provided they have completed benefit eligible service of at least 180 months or 15 school calendar years with Elk Grove Unified School District prior to retirement. Retirees/recipients must be actively drawing retirement or disability benefits from the STRS/PERS. Such retirees/recipients shall have met the eligibility requirements during their active employment. Eligibility shall be modified upon the receipt of state or federal health and hospitalization coverage; i.e. enrollment in Part A and B of Medicare.
- 9.2.4 A unit member granted a leave of absence approved by the Elk Grove Unified School District Board of Education may elect to continue in the plan(s) unless otherwise limited by the carrier. The employee must designate in writing which of the plan(s) he/she wishes to continue and must pay the full amount of monthly premium, unless such leave falls within the provisions of FMLA or CFRA, in advance of each month of desired coverage.

- 9.2.5 Upon the death of an employee, employee's spouse and/or dependents will be eligible to continue existing health coverage at their own expense (without District contributions) as defined in COBRA health coverage continuance regulations.
- 9.2.6 See Appendix D, Tentative Agreement dated July 27, 2010 for the limited term agreement regarding modifications of these provisions during 2010-2011 and 2011-2012 school years.

9.3 Enrollment

- 9.3.1 Upon initiation of a new program, actively employed eligible unit members shall be given the opportunity to enroll. It is the responsibility of the unit member to complete the required documents and submit them to the Payroll Office within thirty (30) days of the date of initiation of the new program.
- 9.3.2 New, reinstated, re-employed unit members who are eligible shall be given the opportunity to enroll within thirty (30) calendar days of the employment date.
- 9.3.3 Open enrollment shall be during the month of April-May, unless otherwise stipulated by the carrier. Eligible unit members not enrolled in a plan(s) may enroll at this time. Changes in the employee's choice of available plans shall be permitted during this period.
- 9.3.4 Eligible unit members on authorized leave of absence during the open enrollment period shall be given the opportunity to enroll upon return to active employment with the District.
- 9.3.5 It is the responsibility of the eligible unit member to complete all the required documents and submit the completed documents to the Payroll Office within the thirty (30) day limitation.
- 9.3.6 **Multiple Enrollment Not Permitted (Elimination of Dual Coverage)**
A benefit eligible employee may not be included as an enrolled employee and also, at the same time, be a dependent of another enrolled employee in the District's health plan. If you and your spouse/domestic partner are both District employees, you may not cover each other as dependents; similarly, only one of you may cover your eligible children under the plan(s).
(The intent of the parties is that all eligible children are only covered under one plan.)

9.4 Coverage

- 9.4.1 All unit members enrolled in the plan(s) shall be covered on a monthly basis until employment ends.
- 9.4.2 Employee contributions will be deducted on a twelfthly basis.
- 9.4.3 All carriers shall be negotiated unless a change in carrier does not substantially change the level of benefits provided.

9.5 Cancellation and Refund

- 9.5.1 In the event of cancellation of a plan(s) by a carrier, if any premium is refunded, the amount of the District contribution included therein shall be refunded directly to the District.

9.6 Employee Welfare Benefit Fund Reopener

- 9.6.1 In the event that an employee welfare benefit fund or trust is established pursuant to Education Code Section 44039.5(a), and either party to this agreement desires to have the District become a participant employer in such fund or trust, either party shall have the right to reopen this Agreement for the specific purpose of negotiation concerning the District's participation in such fund or trust.
- 9.6.2 Such right to reopen this Agreement shall be in addition to any other right to reopen which is set forth elsewhere in this Agreement.

9.7 Tax-Shelter Annuities

- 9.7.1 A tax-sheltered annuity program and deferred compensation are available to all unit members.

9.8 Programs and Coverage

- 9.8.1 The District will provide for the health and insurance plans as noted below:

- a. Medical
- b. Dental
- c. Vision
- d. Group Term Life Insurance

9.8.2 80%/20% Premium Cost Sharing Plan:

- a. The District's maximum contribution toward medical benefit premium costs shall be 80% of the premium cost for the low cost medical plan offered by the District. Each Bargaining Unit Member's contribution toward medical benefit premium costs shall be 20% of the premium cost for the low cost plan medical plan offered by the District. Unit members shall be responsible for the buy up costs related to selecting a medical plan other than the low cost plan.

Example based upon 2012-2013 Kaiser low cost plan:

	<i>2012-2013 Kaiser Premiums Low Cost Plan Monthly</i>	<i>District Contribution 80% Monthly</i>	<i>Employee Contribution 20% Monthly</i>	<i>Employee Wellness Rebate Compensation Annual</i>
<i>Single Subscriber</i>	\$ 492.33	\$ 393.86	\$ 98.47	\$ 295.44
<i>2 Party Subscriber</i>	\$ 984.66	\$ 787.73	\$196.93	\$ 590.76
<i>Family</i>	\$1,393.29	\$1,114.63	\$278.66	\$836.04

Example based upon 2012-2013 Health Net buy up plan:

	<i>2012-2013 Health Net Premiums Buy up Option Monthly</i>	<i>District Contribution 80% Monthly</i>	<i>Employee Contribution Monthly</i>	<i>Employee Wellness Rebate Compensation Annual</i>
<i>Single Subscriber</i>	\$ 534.58	\$ 393.86	\$140.72	\$ 295.44
<i>2 Party Subscriber</i>	\$ 1,069.15	\$ 787.73	\$281.42	\$ 590.76
<i>Family</i>	\$1,512.84	\$1,114.63	\$398.21	\$836.04

b. Wellness Rebate Compensation

Each unit member who submits to the District an approved Wellness certification that verifies that the unit member has satisfied all of the Wellness requirements referenced section 9.8.2(c) below, each year shall receive a Wellness Rebate equal to five percent (5%) of the total medical premium cost of the Low Cost plan based upon the subscriber level selected for the year.

Unit members who submit their approved Wellness certification to the District by November 1st shall receive their annual Employee Wellness Rebate compensation by January 10th. Unit members who submit their approved Wellness certification by May 15th shall receive their annual Employee Wellness Rebate compensation by July 10th. The Wellness Requirement verification process will be developed by the District.

For example, for the 2012-2013 school year, based upon the Kaiser Low Cost plan for both Kaiser and Health Net participants, the annual Wellness Rebate Compensation for a single subscriber would be \$295.44, for a two party subscriber would be \$590.76, and for a family subscriber would be \$836.04.

The value of the five percent (5%) Wellness Rebate Compensation will change each year depending upon the total premium cost of the low cost plan provided by the District.

c. Wellness Rebate Compensation Requirements

The District shall develop a list of the annual physical examination and Wellness assessment requirements necessary to receive the annual Wellness Rebate compensation. The physical examination and wellness assessments may include an annual physical examination, completion of an online Health Risk Assessment, a Comprehensive Metabolic Panel (CMP), a body mass index (BMI) test and/or other age appropriate screenings.

d. Co pays

The Kaiser and Health Net medical plans shall be changed to the \$30 co pay plans quoted by Kaiser and Health Net for the 2012-2013 school year. Except for this co pay change, changes required by law, and all of the terms included in this agreement, all current medical benefit agreements between the District and AFSCME regarding Health and Welfare plan design changes and the Health Net Premier Care plan continue as part of this agreement.

e. Health Benefit Committee

The District and AFSCME are committed to explore a new Health and Welfare Benefits Committee model. Accordingly, a committee shall be established to explore alternative health benefit committee models. This committee shall invite all represented and unrepresented groups to participate in the exploration of alternative health benefit committee models.

9.B.3. Voluntary Plan with Reduced Dental/Vision Coverage with 50% Premium Reduction Option

Effective July 1, 2012, Voluntary Plan with Reduced Dental/Vision Coverage with 50% Premium Reduction Option is available:

a. Effective July 1, 2012, unit members may voluntarily elect, in lieu of the Health and Welfare Benefit Plan Option described in section 9.8.2 above, to participate in a different Health and Welfare Benefit

Plan that provides medical coverage consistent with the District's low cost plan described in section 9.8.2 above, but with reduced dental and vision coverage with 50% premium reduction plan design resulting in a lower total premium cost than the District's low cost Health and Welfare Benefits plan.

- b. This Voluntary Health and Welfare Benefit Plan with Reduced Dental and Vision Coverage shall be referred to as "the Voluntary Plan". The Voluntary Plan shall not be considered the low cost plan for any purpose. This Voluntary Plan is described in Attachment A to this Agreement.
- c. The District's maximum contribution toward the premium cost for the Voluntary Plan shall be equal to 80% of the premium cost for the low cost Health and Welfare Benefit Plan offered by the District in Section 9.8.2 above. Unit Members who select the Voluntary Plan option shall pay the cost the Voluntary Plan premium that exceeds the District's maximum premium contribution amount. The District's maximum premium contribution amount shall be 80% of the premium cost for the low cost plan medical plan offered by the District in section 9.8.2 above.
- d. The value of the five percent (5%) Wellness Rebate Compensation will be based upon the total annual medical premium cost for the low cost plan and shall change each year depending upon the total annual premium cost of the Voluntary Plan.

Example based upon 2012-2013 Kaiser Voluntary Plan with Reduced Dental/Vision Coverage with 50% Premium Reduction Option:

	<i>2012-2013 Kaiser Premiums Low Cost Plan Monthly</i>	<i>District Contribution 80% Monthly</i>	<i>Employee Contribution Monthly</i>
<i>Single Subscriber</i>	\$ 492.33	\$ 393.86	\$ 64.61
<i>2 Party Subscriber</i>	\$ 984.66	\$ 787.73	\$129.22
<i>Family</i>	\$1,393.29	\$1,114.63	\$182.84

District will pay the full amount of the least expensive medical/dental/vision package.

- 9.8.4 For the current plan year, summaries of the plan documents are posted on the District website (<http://www.egusd.net>; select EMPLOYMENT; select PAYROLL and BENEFITS; select BENEFITS). Effective beginning September 1, 2010, the parties agree that unit members can purchase ("buy up") from the low cost Kaiser plan, to the high cost Kaiser plan design option, provided that both low and high plans are offered by Kaiser. Employees opting for the high cost Kaiser plan shall pay the additional premium cost of the Kaiser "buy up" health plan.
- 9.8.5 The District shall provide Worker's Compensation Insurance for unit members.
- 9.8.6 PERS Membership. All classified employees who average half-time (.50 FTE) or more in employment, or at the completion of the qualifying number of hours or days in a fiscal year, shall become members of the Public Employees' Retirement System. Payroll deductions shall be made from earnings for the purpose of handling employee contributions to the retirement fund. District contributions for classified employees retirement compensation shall be made in accordance with all pertinent legal provisions of the United States and the State of California.

9.9 Conversion to Plans Outside the District Program

9.9.1 Conversion to Plans Outside the District Program

An employee who is enrolled in a plan and whose enrollment terminates because of failure to pay his/her portion of the premium, loss of eligibility, or termination of employment, will be eligible to continue their existing coverage at their own expense (without District contribution), as defined in the COBRA health continuance regulations.

3. Lottery System Check

The August 2012 Lottery System Check shall be suspended in 2012, unless otherwise negotiated.

4. 2013-2014 Negotiations

AFSCME and the District agree to commence negotiations in November 2012 for the 2013-2014 school year and the rest of the contract.

Elk Grove Unified School District

Glen DeGraaf
Linda Laiwan
Rick J
Margaret Nordquist
Michael Alla
Dan
Karen M. Rodriguez
Dated: 5-31-12

American Federation of State, County, and Municipal Employees

Jennifer Balloum
Leslie Wolcott Nejman
Dray W. Chenevert
Sharon Sorenson
Edward Mora
Marcia Gilford
Dated: 5/31/12

ATTACHMENT A

50% Dental Plan Changes

	Calendar Max. \$\$	Ortho	Crowns	Deductible
Current Benefit	\$2,700 / \$2,500	\$2,500	70% - 100%	\$0
Proposed Benefit	\$1,200 / \$1,000	\$0	70%	\$100 / \$300

50% Vision Plan Changes

	Exam Copay	Frequency: Exam/Lenses/Frames	Frame / *ELC Allowance
Current Benefit	\$0	12/12/24	\$120 / \$120
Proposed Benefit	\$30	12/12/24	\$75 / \$100

- o ELC allowance on the proposed benefit is \$100 for in-network and \$85 for out-of-network.

SACRAMENTO COUNTY OFFICE OF EDUCATION

PUBLIC DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT

In Accordance with AB 1200 (Chapter 1213/1991), GC 3547.5, and CCR, Title V, Section 15449

Name of School District:	Elk Grove Unified School District
Name of Bargaining Unit:	American Federation of State, County, and Municipal Employees, Local 258 (AFSCME)
Certificated, Classified, Other:	Classified - non-management

The proposed agreement covers the period beginning:	July 1, 2012	and ending:	June 30, 2013
(date)		(date)	

The Governing Board will act upon the agreement on:	June 19, 2012	(date)
---	---------------	--------

Note: This form, along with a copy of the proposed agreement, must be submitted to the County Office at least ten (10) working days prior to the date the Governing Board will take action.

A. Proposed Change in Compensation

Compensation	Annual	Fiscal Impact of Proposed Agreement		
		Cost Prior to	Year 1	Year 2
		Proposed Agreement	Increase (Decrease)	Increase (Decrease)
		FY 2011/12	FY 2012/13	FY 2013/14
1 Salary Schedule <small>(This is to include Step and Columns, which is also reported separately in Item 6)</small>	\$3,820,119	\$0	\$0	\$0
			0	0
2 Other Compensation Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	\$0	\$0	\$0	\$0
Description of other compensation: Lottery Stipend				
3 Statutory Benefits - STRS, PERS, FICA, WE, UI, Medicare, etc.	\$927,525	\$0	\$0	\$0
			0	0
4 Health/Welfare Plans	\$8,615,628	-\$1,017,494	\$759,813	\$835,794
5 Total Compensation - Add Items 1 through 4 to equal 5	\$13,363,272	-\$1,017,494	\$759,813	\$835,794
		0	-0.076141083	0.06154436
6 Step and Column - Due to movement plus any changes due to settlement. This is a subset of Item No. 1	\$7,640	\$0	\$0	\$0
7 Total Number of Represented Employees (Use FTEs if appropriate)	965.6933	965.6933	965.6933	965.6933
8 Total Compensation <u>Average</u> Cost per Employee	\$13,838	-\$1,054	\$787	\$865

9. What was the negotiated percentage increase approved? For example, if the increase in "Year 1" was for less than a full year, what is the annualized percentage of that increase for "Year 1"?

N/A

10. Were any additional steps, columns, or range added to the schedule? (If yes, please explain.)

No

11. Please include comments and explanations as necessary. (If more room is necessary, please attach an additional sheet.)

N/A

12. Does this bargaining unit have a negotiated cap for Health & Welfare Yes No

If yes, please describe the cap amount.

The District's maximum contribution toward medical benefit premium costs shall be 80% of the premium cost for the low cost medical plan offered by the District. Each Bargaining Unit member's contribution toward medical benefit premium costs shall be at 20% of the premium cost from the low cost plan medical plan offered by the district. Unit members shall be responsible for the buy up costs related to selecting a medical plan other than the low cost plan.

- B. Proposed Negotiated Changes in Non-compensation Items (i.e., class size adjustments, staff development days, teacher prep time, classified staffing ratios, etc.)

N/A

- C. What are the specific impacts (positive or negative) on instructional and support programs accommodate the settlement? Include the impact of changes such as staff reductions or increases, program reductions or increases, elimination or expansion of other services or programs (i.e., counselors, librarians, custodial staff, etc.)

N/A

D. What contingency language is included in the proposed agreement (e.g., reopeners, etc.)?

AFSCME and the District agree to commence negotiations by November, 2012 for the 2013-14 school year.

E. Will this agreement create, or decrease deficit financing in the current or subsequent year(s)?

"Deficit Financing" is defined to exist when a fund's expenditures and other financing uses exceed its revenue and other financing sources in a given year. If yes, explain the amounts and justification for doing so.

This agreement will decrease deficit financing in 2012-13.

F. Identify other major provisions that do not directly affect the district's costs, such as binding arbitrations, grievance procedures, etc.

N/A

G. Source of Funding for Proposed Agreement

1. Current Year

N/A

2. If this is a single year agreement, how will the ongoing cost of the proposed agreement be funded in subsequent years (i.e., what will all the district afford this contract)?

N/A

3. If this is a multiyear agreement, what is the source of funding, including assumptions used, to fund these obligations in subsequent years? (Remember to include compounding effects in meeting obligations.)

N/A

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Bargaining Unit:	Unrestricted General Fund AFSCME			
	Column 1	Column 2	Column 3	Column 4
	Latest Board - Approved Budget Before Settlement (As of 5/22/12)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$314,744,523			\$314,744,523
Remaining Revenues (8100-8799)	\$54,896,034			\$54,896,034
TOTAL REVENUES	\$369,640,557	\$0	\$0	\$369,640,557
EXPENDITURES				
Certificated Salaries (1000-1999)	\$177,843,565			\$177,843,565
Classified Salaries (2000-2999)	\$31,426,321			\$31,426,321
Employee Benefits (3000-3999)	\$82,975,741			\$82,975,741
Books and Supplies (4000-4999)	\$4,894,177			\$4,894,177
Services, Other Operating Expenses (5000-5999)	\$15,722,975			\$15,722,975
Capital Outlay (6000-6999)	\$170,538			\$170,538
Other Outgo (7100-7299) (7400-7499)	\$227,909			\$227,909
Direct Support/Indirect Cost (7300-7399)	-\$6,811,371			-\$6,811,371
Other Adjustments				\$0
TOTAL EXPENDITURES	\$306,449,855	\$0	\$0	\$306,449,855
OPERATING SURPLUS (DEFICIT)	\$63,190,702	\$0	\$0	\$63,190,702
TRANSFERS IN & OTHER SOURCES (8910-8979)				\$0
TRANSFERS OUT & OTHER USES (7610-7699)	-\$1,752,828			-\$1,752,828
CONTRIBUTIONS (8980-8999)	-\$42,815,270			-\$42,815,270
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$18,622,604	\$0	\$0	\$18,622,604
BEGINNING BALANCE	\$46,812,372			\$46,812,372
Prior-Year Adjustments/Restatements (9793/9795)				\$0
CURRENT-YEAR ENDING BALANCE	\$65,434,976	\$0	\$0	\$65,434,976
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$306,449			\$306,449
Reserved for Economic Uncertainties (9789)	\$9,500,000			\$9,500,000
Designated Amounts (9780)	\$55,628,527			\$55,628,527
Unappropriated Amounts (9790)	\$0	\$0	\$0	\$0

* Please see question on page 7.

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Bargaining Unit:	Restricted General Fund AFSCME			
	Column 1	Column 2	Column 3	Column 4
	Latest Board - Approved Budget Before Settlement (As of 5/22/12)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$7,083,452			\$7,083,452
Remaining Revenues (8100-8799)	\$110,138,491			\$110,138,491
TOTAL REVENUES	\$117,221,943	\$0	\$0	\$117,221,943
EXPENDITURES				
Certificated Salaries (1000-1999)	\$46,021,868			\$46,021,868
Classified Salaries (2000-2999)	\$25,529,703			\$25,529,703
Employee Benefits (3000-3999)	\$33,085,704			\$33,085,704
Books and Supplies (4000-4999)	\$21,628,137			\$21,628,137
Services, Other Operating Expenses (5000-5999)	\$31,302,506			\$31,302,506
Capital Outlay (6000-6999)	\$582,693			\$582,693
Other Outgo (7100-7299) (7400-7499)	\$1,786,984			\$1,786,984
Direct Support/Indirect Cost (7300-7399)	\$5,409,417			\$5,409,417
Other Adjustments				\$0
TOTAL EXPENDITURES	\$165,347,012	\$0	\$0	\$165,347,012
OPERATING SURPLUS (DEFICIT)	-\$48,125,069	\$0	\$0	-\$48,125,069
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$733,863			\$733,863
TRANSFERS OUT & OTHER USES (7610-7699)	-\$4,159			-\$4,159
CONTRIBUTIONS (8980-8999)	\$42,815,270			\$42,815,270
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	-\$4,580,095	\$0	\$0	-\$4,580,095
BEGINNING BALANCE	\$18,627,544			\$18,627,544
Prior-Year Adjustments/Restatements (9793/9795)				\$0
CURRENT-YEAR ENDING BALANCE	\$14,047,449	\$0	\$0	\$14,047,449
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$14,047,449			\$14,047,449
Reserved for Economic Uncertainties (9789)				\$0
Designated Amounts (9780)				\$0
Unappropriated Amounts (9790)	\$0	\$0	\$0	\$0

* Please see question on page 7.

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Bargaining Unit:		Combined General Fund AFSCME			
		Column 1	Column 2	Column 3	Column 4
		Latest Board - Approved Budget Before Settlement (As of 5/22/12)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES					
Revenue Limit Sources (8010-8099)		\$321,827,975	\$0	\$0	\$321,827,975
Remaining Revenues (8100-8799)		\$165,034,525	\$0	\$0	\$165,034,525
TOTAL REVENUES		\$486,862,500	\$0	\$0	\$486,862,500
EXPENDITURES					
Certificated Salaries (1000-1999)		\$223,865,433	\$0	\$0	\$223,865,433
Classified Salaries (2000-2999)		\$56,956,024	\$0	\$0	\$56,956,024
Employee Benefits (3000-3999)		\$116,061,445	\$0	\$0	\$116,061,445
Books and Supplies (4000-4999)		\$26,522,314	\$0	\$0	\$26,522,314
Services, Other Operating Expenses (5000-5999)		\$47,025,481	\$0	\$0	\$47,025,481
Capital Outlay (8000-8999)		\$753,231	\$0	\$0	\$753,231
Other Outgo (7100-7299) (7400-7499)		\$2,014,893	\$0	\$0	\$2,014,893
Direct Support/Indirect Cost (7300-7399)		-\$1,401,954	\$0	\$0	-\$1,401,954
Other Adjustments		\$0	\$0	\$0	\$0
TOTAL EXPENDITURES		\$471,796,867	\$0	\$0	\$471,796,867
OPERATING SURPLUS (DEFICIT)		\$15,065,633	\$0	\$0	\$15,065,633
TRANSFERS IN & OTHER SOURCES (8910-8979)		\$733,863	\$0	\$0	\$733,863
TRANSFERS OUT & OTHER USES (7610-7899)		-\$1,756,987	\$0	\$0	-\$1,756,987
CONTRIBUTIONS (8980-8999)		\$0	\$0	\$0	\$0
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE		\$14,042,509	\$0	\$0	\$14,042,509
BEGINNING BALANCE		\$65,439,916			\$65,439,916
Prior-Year Adjustments/Restatements (9793/9795)		\$0			\$0
CURRENT-YEAR ENDING BALANCE		\$79,482,425	\$0	\$0	\$79,482,425
COMPONENTS OF ENDING BALANCE:					
Reserved Amounts (9711-9740)		\$14,353,898	\$0	\$0	\$14,353,898
Reserved for Economic Uncertainties (9789)		\$9,500,000	\$0	\$0	\$9,500,000
Designated Amounts (9780)		\$55,628,527	\$0	\$0	\$55,628,527
Unappropriated Amounts - Unrestricted (9790)		\$0	\$0	\$0	\$0

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Fund: Enter Bargaining Unit:	FUND 09 - ELK GROVE CHARTER AFSCME			
	Column 1	Column 2	Column 3	Column 4
	Latest Board - Approved Budget Before Settlement (As of 5/22/12)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$1,815,207	\$0	\$0	\$1,815,207
Remaining Revenues (8100-8799)	\$216,603	\$0	\$0	\$216,603
TOTAL REVENUES	\$2,031,810	\$0	\$0	\$2,031,810
EXPENDITURES				
Certificated Salaries (1000-1999)	\$1,267,027	\$0	\$0	\$1,267,027
Classified Salaries (2000-2999)	\$192,738	\$0	\$0	\$192,738
Employee Benefits (3000-3999)	\$378,982	\$0	\$0	\$378,982
Books and Supplies (4000-4999)	\$194,543	\$0	\$0	\$194,543
Services, Other Operating Expenses (5000-5999)	\$31,541	\$0	\$0	\$31,541
Capital Outlay (8000-8999)	\$0	\$0	\$0	\$0
Other Outgo (7100-7299) (7400-7499)	\$0	\$0	\$0	\$0
Direct Support/Indirect Cost (7300-7399)	\$1,600	\$0	\$0	\$1,600
Other Adjustments	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$2,066,431	\$0	\$0	\$2,066,431
OPERATING SURPLUS (DEFICIT)	-\$34,621	\$0	\$0	-\$34,621
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$0	\$0	\$0	\$0
TRANSFERS OUT & OTHER USES (7610-7699)	\$0	\$0	\$0	\$0
CONTRIBUTIONS (8980-8999)	\$0	\$0	\$0	\$0
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	-\$34,621	\$0	\$0	-\$34,621
BEGINNING BALANCE	\$1,259,302			\$1,259,302
Prior-Year Adjustments/Restatements (9793/9795)	\$0			\$0
CURRENT-YEAR ENDING BALANCE	\$1,224,681	\$0	\$0	\$1,224,681
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$1,224,681	\$0	\$0	\$1,224,681
Reserved for Economic Uncertainties (9770)	\$0	\$0	\$0	\$0
Board Designated Amounts (9775-9780)	\$0	\$0	\$0	\$0
Unappropriated Amounts (9790)	\$0	\$0	\$0	\$0

* Please see question on page 7.

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Fund: **FUND 11 - ADULT EDUCATION**
Enter Bargaining Unit: **AFSCMCE**

	Column 1	Column 2	Column 3	Column 4
	Latest Board - Approved Budget Before Settlement (As of 5/22/12)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$0	\$0	\$0	\$0
Remaining Revenues (8100-8799)	\$3,293,324	\$0	\$0	\$3,293,324
TOTAL REVENUES	\$3,293,324	\$0	\$0	\$3,293,324
EXPENDITURES				
Certificated Salaries (1000-1999)	\$1,707,925		\$0	\$1,707,925
Classified Salaries (2000-2999)	\$887,342	\$0	\$0	\$887,342
Employee Benefits (3000-3999)	\$1,006,503	\$0	\$0	\$1,006,503
Books and Supplies (4000-4999)	\$303,858	\$0	\$0	\$303,858
Services, Other Operating Expenses (5000-5999)	\$277,523	\$0	\$0	\$277,523
Capital Outlay (6000-6999)	\$0	\$0	\$0	\$0
Other Outgo (7100-7299) (7400-7499)	\$0	\$0	\$0	\$0
Direct Support/Indirect Cost (7300-7399)	\$160,322	\$0	\$0	\$160,322
Other Adjustments	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$4,333,473	\$0	\$0	\$4,333,473
OPERATING SURPLUS (DEFICIT)	-\$1,040,149	\$0	\$0	-\$1,040,149
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$850,000	\$0	\$0	\$850,000
TRANSFERS OUT & OTHER USES (7610-7699)	\$0	\$0	\$0	\$0
CONTRIBUTIONS (8980-8999)	\$0	\$0	\$0	\$0
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	-\$190,149	\$0	\$0	-\$190,149
BEGINNING BALANCE	\$2,509,994			\$2,509,994
Prior-Year Adjustments/Restatements (9793/9795)	\$0			\$0
CURRENT-YEAR ENDING BALANCE	\$2,319,845	\$0	\$0	\$2,319,845
COMPONENTS OF ENDING BALANCE:				
Reeerved Amounts (9711-9740)	\$997,161	\$0	\$0	\$997,161
Reserved for Economic Uncertainties (9770)	\$0	\$0	\$0	\$0
Board Designated Amounts (9775-9780)	\$1,322,684	\$0	\$0	\$1,322,684
Unappropriated Amounts (9790)	\$0	\$0	\$0	\$0

* Please see question on page 7.

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Fund: **FUND 12 - CHILD DEVELOPMENT**
Enter Bargaining Unit: **AFSCME**

	Column 1 Latest Board - Approved Budget Before Settlement (As of 5/22/12)	Column 2 Adjustments as a Result of Settlement	Column 3 Other Revisions	Column 4 Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$0	\$0	\$0	\$0
Remaining Revenues (8100-8799)	\$5,363,552	\$0	\$0	\$5,363,552
TOTAL REVENUES	\$5,383,552	\$0	\$0	\$5,363,552
EXPENDITURES				
Certificated Salaries (1000-1999)	\$1,664,024		\$0	\$1,664,024
Classified Salaries (2000-2899)	\$924,268	\$0	\$0	\$924,268
Employee Benefits (3000-3999)	\$1,270,715	\$0	\$0	\$1,270,715
Books and Supplies (4000-4999)	\$280,381	\$0	\$0	\$280,381
Services, Other Operating Expenses (5000-5999)	\$1,067,061	\$0	\$0	\$1,067,061
Capital Outlay (8000-8999)	\$0	\$0	\$0	\$0
Other Outgo (7100-7298) (7400-7499)	\$0	\$0	\$0	\$0
Direct Support/Indirect Cost (7300-7399)	\$237,480	\$0	\$0	\$237,480
Other Adjustments	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$5,443,929	\$0	\$0	\$5,443,929
OPERATING SURPLUS (DEFICIT)	-\$80,377	\$0	\$0	-\$80,377
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$80,377	\$0	\$0	\$80,377
TRANSFERS OUT & OTHER USES (7810-7899)	\$0	\$0	\$0	\$0
CONTRIBUTIONS (8980-8999)	\$0	\$0	\$0	\$0
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$0	\$0	\$0	\$0
BEGINNING BALANCE	\$76,245			\$76,245
Prior-Year Adjustments/Restatements (9793/9796)	\$0			\$0
CURRENT-YEAR ENDING BALANCE	\$76,245	\$0	\$0	\$76,245
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$74,727	\$0	\$0	\$74,727
Reserved for Economic Uncertainties (8770)		\$0	\$0	\$0
Board Designated Amounts (9775-9780)	\$1,518	\$0	\$0	\$1,518
Unappropriated Amounts (9780)	\$0	\$0	\$0	\$0

* Please see question on page 7.

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Fund: FUND 13 - CAFETERIA SPECIAL RESERVE FUND
Enter Bargaining Unit: AFSCME

	Column 1	Column 2	Column 3	Column 4
	Latest Board - Approved Budget Before Settlement (As of 5/22/12)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$0	\$0	\$0	\$0
Remaining Revenues (8100-8799)	\$21,674,459	\$0	\$0	\$21,674,459
TOTAL REVENUES	\$21,674,459	\$0	\$0	\$21,674,459
EXPENDITURES				
Certificated Salaries (1000-1999)	\$0		\$0	\$0
Classified Salaries (2000-2999)	\$6,342,853	\$0	\$0	\$6,342,853
Employee Benefits (3000-3999)	\$3,883,413	\$0	\$0	\$3,883,413
Books and Supplies (4000-4999)	\$9,257,300	\$0	\$0	\$9,257,300
Services, Other Operating Expenses (5000-6999)	\$967,784	\$0	\$0	\$967,784
Capital Outlay (6000-6999)	\$24,100	\$0	\$0	\$24,100
Other Outgo (7100-7299) (7400-7499)	\$0	\$0	\$0	\$0
Direct Support/Indirect Cost (7300-7399)	\$984,723	\$0	\$0	\$984,723
Other Adjustments	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$21,460,173	\$0	\$0	\$21,460,173
OPERATING SURPLUS (DEFICIT)	\$214,286	\$0	\$0	\$214,286
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$826,610	\$0	\$0	\$826,610
TRANSFERS OUT & OTHER USES (7610-7899)	\$0	\$0	\$0	\$0
CONTRIBUTIONS (8980-8999)	\$0	\$0	\$0	\$0
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$1,040,896	\$0	\$0	\$1,040,896
BEGINNING BALANCE	\$1,080,760			\$1,080,760
Prior-Year Adjustments/Restatements (9793/9795)	\$0			\$0
CURRENT-YEAR ENDING BALANCE	\$2,121,656	\$0	\$0	\$2,121,656
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$2,121,656	\$0	\$0	\$2,121,656
Reserved for Economic Uncertainties (9770)		\$0	\$0	\$0
Board Designated Amounts (9775-9780)	\$0	\$0	\$0	\$0
Unappropriated Amounts (9790)	\$0	\$0	\$0	\$0

* Please see question on page 7.

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Fund: FUND 25 - CAPITAL FACILITIES FUND
Enter Bargaining Unit: AFSCME

	Column 1 Latest Board - Approved Budget Before Settlement (As of 5/22/12)	Column 2 Adjustments as a Result of Settlement	Column 3 Other Revisions	Column 4 Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$0	\$0	\$0	\$0
Remaining Revenues (8100-8799)	\$3,550,000	\$0	\$0	\$3,550,000
TOTAL REVENUES	\$3,550,000	\$0	\$0	\$3,550,000
EXPENDITURES				
Certificated Salaries (1000-1999)	\$0		\$0	\$0
Classified Salaries (2000-2999)	\$160,914	\$0	\$0	\$160,914
Employee Benefits (3000-3999)	\$71,375	\$0	\$0	\$71,375
Books and Supplies (4000-4999)	\$57,000	\$0	\$0	\$57,000
Services, Other Operating Expenses (5000-5999)	\$194,983	\$0	\$0	\$194,983
Capital Outlay (6000-6999)	\$11,098,005	\$0	\$0	\$11,098,005
Other Outgo (7100-7299) (7400-7499)	\$0	\$0	\$0	\$0
Direct Support/Indirect Cost (7300-7399)	\$0	\$0	\$0	\$0
Other Adjustments	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$11,582,277	\$0	\$0	\$11,582,277
OPERATING SURPLUS (DEFICIT)	-\$8,032,277	\$0	\$0	-\$8,032,277
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$0	\$0	\$0	\$0
TRANSFERS OUT & OTHER USES (7610-7699)	-\$15,034,062	\$0	\$0	-\$15,034,062
CONTRIBUTIONS (8980-8999)	\$0	\$0	\$0	\$0
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	-\$23,066,339	\$0	\$0	-\$23,066,339
BEGINNING BALANCE	\$23,066,340			\$23,066,340
Prior-Year Adjustments/Restatements (9793/9795)	\$0			\$0
CURRENT-YEAR ENDING BALANCE	\$1	\$0	\$0	\$1
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$0	\$0	\$0	\$0
Reserved for Economic Uncertainties (9770)		\$0	\$0	\$0
Board Designated Amounts (9775-9780)	\$0	\$0	\$0	\$0
Unappropriated Amounts (9790)	\$1	\$0	\$0	\$1

* Please see question on page 7.

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Fund: **FUND 49 - CAPITAL PROJECT FUND**
Enter Bargaining Unit: **AFSCME**

	Column 1	Column 2	Column 3	Column 4
	Latest Board - Approved Budget Before Settlement (As of 5/22/12)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$0	\$0	\$0	\$0
Remaining Revenues (8100-8799)	\$264,315	\$0	\$0	\$264,315
TOTAL REVENUES	\$264,315	\$0	\$0	\$264,315
EXPENDITURES				
Certificated Salaries (1000-1999)	\$0		\$0	\$0
Classified Salaries (2000-2999)	\$1,277,163	\$0	\$0	\$1,277,163
Employee Benefits (3000-3999)	\$545,896	\$0	\$0	\$545,896
Books and Supplies (4000-4999)	\$1,478,148	\$0	\$0	\$1,478,148
Services, Other Operating Expenses (5000-5999)	\$436,039	\$0	\$0	\$436,039
Capital Outlay (8000-8999)	\$24,857,255	\$0	\$0	\$24,857,255
Other Outgo (7100-7299) (7400-7499)	\$0	\$0	\$0	\$0
Direct Support/Indirect Cost (7300-7399)	\$0	\$0	\$0	\$0
Other Adjustments	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$28,594,501	\$0	\$0	\$28,594,501
OPERATING SURPLUS (DEFICIT)	-\$28,330,186	\$0	\$0	-\$28,330,186
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$770,000	\$0	\$0	\$770,000
TRANSFERS OUT & OTHER USES (7610-7699)	\$0	\$0	\$0	\$0
CONTRIBUTIONS (8980-8999)	\$0	\$0	\$0	\$0
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	-\$27,560,186	\$0	\$0	-\$27,560,186
BEGINNING BALANCE	\$32,378,035			\$32,378,035
Prior-Year Adjustments/Restatements (9793/9795)	\$0			\$0
CURRENT-YEAR ENDING BALANCE	\$4,817,849	\$0	\$0	\$4,817,849
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$0	\$0	\$0	\$0
Reserved for Economic Uncertainties (9770)		\$0	\$0	\$0
Board Designated Amounts (9775-9780)	\$4,817,849	\$0	\$0	\$4,817,849
Unappropriated Amounts (9790)	\$0	\$0	\$0	\$0

* Please see question on page 7.

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Fund: **FUND 67 - SELF INSURANCE FUND**
Enter Bargaining Unit: **AFSCME**

	Column 1 Latest Board - Approved Budget Before Settlement (As of 5/22/12)	Column 2 Adjustments as a Result of Settlement	Column 3 Other Revisions	Column 4 Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$0	\$0	\$0	\$0
Remaining Revenues (8100-8799)	\$3,218,962	\$0	\$0	\$3,218,962
TOTAL REVENUES	\$3,218,962	\$0	\$0	\$3,218,962
EXPENDITURES				
Certificated Salaries (1000-1999)	\$0		\$0	\$0
Classified Salaries (2000-2999)	\$301,964	\$0	\$0	\$301,964
Employee Benefits (3000-3999)	\$103,342	\$0	\$0	\$103,342
Books and Supplies (4000-4999)	\$12,791	\$0	\$0	\$12,791
Services, Other Operating Expenses (5000-5999)	\$6,388,366	\$0	\$0	\$6,388,366
Capital Outlay (6000-8999)	\$0	\$0	\$0	\$0
Other Outgo (7100-7299) (7400-7499)	\$0	\$0	\$0	\$0
Direct Support/Indirect Cost (7300-7399)	\$0	\$0	\$0	\$0
Other Adjustments	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$6,806,463	\$0	\$0	\$6,806,463
OPERATING SURPLUS (DEFICIT)	-\$3,587,501	\$0	\$0	-\$3,587,501
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$0	\$0	\$0	\$0
TRANSFERS OUT & OTHER USES (7810-7899)	\$0	\$0	\$0	\$0
CONTRIBUTIONS (8980-8999)	\$0	\$0	\$0	\$0
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	-\$3,587,501	\$0	\$0	-\$3,587,501
BEGINNING BALANCE	\$7,994,914			\$7,994,914
Prior-Year Adjustments/Restatements (9793/9795)	\$0			\$0
CURRENT-YEAR ENDING BALANCE	\$4,407,413	\$0	\$0	\$4,407,413
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$0	\$0	\$0	\$0
Reserved for Economic Uncertainties (9770)		\$0	\$0	\$0
Board Designated Amounts (9775-9780)	\$0	\$0	\$0	\$0
Unappropriated Amounts (9790)	\$4,407,413	\$0	\$0	\$4,407,413

* Please see question on page 7.

I. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Enter Bargaining Unit:	Combined General Fund AFSCME		
	2011-12	2012-13	2013-14
	Total Current Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
Revenue Limit Sources (8010-8099)	\$321,827,975	\$297,880,701	\$295,080,076
Remaining Revenues (8100-8799)	\$165,034,525	\$156,416,341	\$146,184,932
TOTAL REVENUES	\$486,862,500	\$454,297,042	\$441,265,008
EXPENDITURES			
Certificated Salaries (1000-1999)	\$223,865,433	\$235,028,930	\$220,603,449
Classified Salaries (2000-2999)	\$56,956,024	\$58,299,893	\$58,711,764
Employee Benefits (3000-3999)	\$116,061,445	\$112,493,380	\$111,485,952
Books and Supplies (4000-4999)	\$26,522,314	\$23,058,245	\$23,228,671
Services, Other Operating Expenses (5000-5999)	\$47,025,481	\$45,715,965	\$46,781,787
Capital Outlay (6000-6999)	\$753,231	\$582,693	\$582,693
Other Outgo (7100-7299) (7400-7499)	\$2,014,893	\$1,972,598	\$1,972,598
Direct Support/Indirect Cost (7300-7399)	-\$1,401,954	-\$1,401,954	-\$1,401,954
Other Adjustments	\$0	\$0	\$0
TOTAL EXPENDITURES	\$471,796,867	\$475,749,750	\$461,964,960
OPERATING SURPLUS (DEFICIT)	\$15,065,633	-\$21,452,708	-\$20,699,952
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$733,863	\$733,863	\$733,863
TRANSFERS OUT & OTHER USES (7610-7699)	-\$1,756,987	-\$1,752,828	-\$1,252,828
CONTRIBUTIONS (8980-8999)	\$0	\$0	\$0
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$14,042,509	-\$22,471,673	-\$21,218,917
BEGINNING BALANCE	\$65,439,916	\$79,482,425	\$57,010,752
CURRENT-YEAR ENDING BALANCE	\$79,482,425	\$57,010,752	\$35,791,835
COMPONENTS OF ENDING BALANCE:			
Reserved Amounts (9711-9740)	\$14,353,898	\$15,356,644	\$17,423,441
Reserved for Economic Uncertainties - Unrestricted (9789)	\$9,500,000	\$10,000,000	\$10,000,000
Reserved for Economic Uncertainties - Restricted (9770)			
Board Designated Amounts (9780)	\$55,628,527	\$31,654,108	\$8,368,394
Unappropriated Amounts - Unrestricted (9790)	\$0	\$0	\$0
Unappropriated Amounts - Restricted (9790)	\$0	\$0	\$0

J. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES

1. State Reserve Standard

		2011-12	2012-13	2013-14
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$473,553,854	\$477,502,578	\$463,217,788
b.	State Standard Minimum Reserve Percentage for this District <u>2%</u> enter percentage:	2%	2%	2%
c.	State Standard Minimum Reserve Amount for this District (For districts with less than 1,001 ADA, this is the greater of Line a, times Line b, OR \$50,000)	\$9,471,077	\$9,550,052	\$9,264,356

2. Budgeted Unrestricted Reserve (After Impact of Proposed Agreement)

a.	General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9789)	\$9,500,000	\$10,000,000	\$10,000,000
b.	General Fund Budgeted Unrestricted Unappropriated Amount (9790)	\$0	\$0	\$0
c.	Special Reserve Fund (Fund 17) Budgeted Designated for Economic Uncertainties (9780)	\$0	\$0	\$0
d.	Special Reserve Fund (Fund 17) Budgeted Unappropriated Amount (9780)	\$0	\$0	\$0
g.	Total Available Reserves	\$9,500,000	\$10,000,000	\$10,000,000
h.	Reserve for Economic Uncertainties Percentage	2.0%	2.1%	2.2%

3. Do unrestricted reserves meet the state minimum reserve amount?

2011-12	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2012-13	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2013-14	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>

4. If no, how do you plan to restore your reserves?

N/A

5. If the total amount of the adjustment in Column 2 on Page 4 does not agree with the amount of the Total Compensation Increase in Section A, Line 5, Page 1 (i.e., increase was partially budgeted), explain the variance below:

6. Please include any additional comments and explanation of Page 4 if necessary: N/A

K. SALARY NOTIFICATION REQUIREMENT

The following section is applicable and should be completed when any Salary/Benefit Negotiations are settled after the district's final budget has been adopted.

COMPARISON OF PROPOSED AGREEMENT TO CHANGE IN DISTRICT BASE REVENUE LIMIT

(a) Current-Year Base Revenue Limit (BRL) per ADA: (obtain from the County Office-provided Revenue Limit run, Form RL, Line 4)	\$ <u>6501.90</u> (Estimated)
(b) Prior-Year Base Revenue Limit per ADA: (Form RL, Line 1)	\$ <u>6358.90</u> (Actual)
(c) Amount of Current-Year Increase: (a) minus (b)	\$ <u>143</u>
(d) Percentage Increase in BRL per ADA: (c) divided by (b)	<u>2.249%</u>
(e) Deficit: (Form RL, Line 9-a)	<u>0.79398 %</u>
(f) Percentage Increase in BRL after deficit:	<u>-1.00%</u>
(g) Total Compensation Percentage Increase from Section A, Line 5, Page 1 for Current year (Year 1)	<u>-7.61%</u>

L. CERTIFICATION NO. 1: CERTIFICATION OF THE DISTRICTS ABILITY TO MEET THE COSTS OF COLLECTIVE BARGAINING AGREEMENT

The disclosure document must be signed by the district Superintendent and Chief Business Officer at the time of public disclosure.

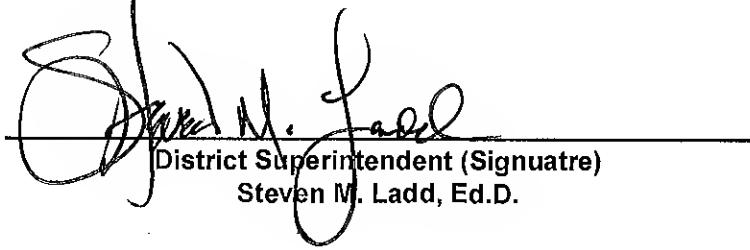
In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Business Officer of Elk Grove Unified School District (District), hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement between the District and the American Federation of State, County, and Municipal Employees, Local 258 (AFSCME), during the term of the agreement from July 1, 2012 to June 30, 2013.

The budget revisions necessary to meet the costs of the agreement are as follows:

Budget Adjustment Categories:
Revenues/Other Financing Sources
Expenditures/Other Financing Uses
Ending Balance Increase (Decrease)

Budget Adjustment Increase (Decrease)
0
0
0

(No budget revisions necessary)



District Superintendent (Signature)
Steven M. Ladd, Ed.D.

6/13/12

Date



Chief Business Officer (Signature)
Rich Fagan

6/13/12

Date

M. CERTIFICATION NO. 2

The disclosure document must be signed by the district Superintendent or designee at the time of public disclosure and by the President or Clerk of the Governing Board at the time of formal board action on the proposed agreement.

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement (as provided in the "Public Disclosure of Proposed Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code Section 3547.5.

District Superintendent (Signature)
Steven M. Ladd, Ed.D.

Date

[Signature] Shannon Stenroos, Budget Manager
Contact Person

(916) 686-7769 x 7667
Phone

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on June 19, 2012, took action to approve the proposed Agreement with the American Federation of State, County, and Municipal Employees, Local 258 (AFSCME).

**President (or Clerk), Governing Board
(Signature)**

Date

ELK GROVE UNIFIED SCHOOL DISTRICT

10C

Agenda Item No: _____

Board Agenda Item

Supplement No. _____

Meeting Date June 19, 2012**Subject:****Department: Human Resources**

Tentative Agreement Between Elk Grove Unified School District and Psychologists' and Social Workers' Association (PSWA)

Action Requested:

The Tentative Agreement between the Elk Grove Unified School District (EGUSD) and the Psychologists' and Social Workers' Association (PSWA) has been ratified by PSWA. The Board of Education of EGUSD is asked to conduct a Public Hearing to present the Tentative Agreement reached through negotiations May 31, 2012. The EGUSD Board President should announce and open the public hearing with a request for anyone who wishes to speak to the proposal to please come forward. After listening to any speakers, the Board President should close the public hearing. After closing the public hearing, the Board should be asked to take action to approve the tentative agreement.

Discussion:

The EGUSD Board should be asked to approve the attached Tentative Agreement. In addition, Education Code Section 3540.2 stipulates a fiscal review by the Sacramento County Office of Education (SCOE) of negotiated agreements to determine the financial impact of the agreement on the District budget. Therefore, the AB 1200 report which provides the financial analysis of the Tentative Agreement is attached and was submitted to SCOE for their review.

Financial Summary:

Prepared By: _____

Department Approval: _____ Glen De Graw *GD*

Prepared By: _____

Superintendent Approval: _____ Steven M. Ladd, Ed.D. *SL*

TENTATIVE AGREEMENT

Between

Elk Grove Unified School District

And

Psychologists' and Social Workers' Association

May 31, 2012

This Tentative Agreement is between Elk Grove Unified School District and the Psychologists' and Social Workers' Association (PSWA). The District and PSWA agree to eliminate conference pay in exchange for revising the PSWA doctorate and licensure stipends included on the 2012-2013 salary schedule as follows:

1. Effective July 1, 2012, the parties agree to the attached 2012-2013 PSWA salary schedule which includes revised licensure bonus amounts.
2. Effective July 1, 2012, the parties agree to revise Section 15.3.1 and 15.3.2 as follows:
 - 15.3.1 Effective July 1, 2012, PSWA members who hold a doctorate degree from a WASC accredited institution or comparable institution will receive an annual Doctoral Stipend of ~~5.35~~ 8.25% of Step 1 of Salary Schedule #12.
 - 15.3.2 Effective July 1, 2012, PSWA members who are Licensed Educational Psychologists (LEP); hold Marriage, Family and Child Counseling (MFCC) licensure; are Licensed Clinical Social Workers (LCSW); and/or, are Nationally Certified School Psychologists (NCSP) through the National Association of School Psychologists (NASP) will receive an annual Education Stipend of ~~5.15~~ 8.05% of Step 1 of Salary Schedule #12.
3. Effective July 1, 2012, the parties agree to delete Section 15.5.2 to reflect the parties' agreement that the two days of pay referenced in Section 15.5.2 shall be eliminated. The parties also agree that the value of these two days of pay shall be allocated to the doctorate and licensure stipends included on the PSWA salary schedule as reflected in revised Sections 15.3.1 and 15.3.2 above. The parties agree to renumber current Section 15.5.3 to 15.5.2 to reflect the deletion of current 15.5.2. Refer to the PSWA salary schedule (attachment A) for details regarding doctorate and licensure stipends for Mental Health Therapists, Behavior Support Specialists, Psychologists, and Social Workers.
- 15.5.2 ~~To implement the pattern settlement for 1998-99 as agreed with EGEA, the District agrees to substitute for "H" Step a program of staff development funded by the dollars equivalent to the percentage contributed by the District. This amount shall be set aside annually for~~

staff development not for salary improvement. A unit member may choose to utilize a dollar amount equal to two days pay, each year, for conference attendance/staff development to be approved by the Director of Student Support & Health Services.

Elk Grove Unified School District

*M. Dreher
Rich J.
Karen M. Arguelles
Olen DeOrgan
Mark Gatti*

Dated: 6-1-12

Psychologists' and Social Workers' Association

*Mary Murphy
Cynthia Cappell
Sonya Nutt
Linda Lapey
Tanya Syrett
Dawn French*

Dated: 6-1-12

ELK GROVE UNIFIED SCHOOL DISTRICT
MENTAL HEALTH THERAPISTS, PSYCHOLOGISTS AND SOCIAL WORKERS
SALARY SCHEDULES
2012/13

BEHAVIOR SUPPORT SPECIALIST MENTAL HEALTH THERAPISTS SCHEDULE #11			PSYCHOLOGISTS SCHEDULE #12			SOCIAL WORKERS SCHEDULE #13		
STEP	INITIAL SALARY	INITIAL SALARY +15 UNITS	STEP	INITIAL SALARY	INITIAL SALARY +15 UNITS	STEP	INITIAL SALARY	INITIAL SALARY +15 UNITS
1	\$54,080		1	\$54,080		1	\$50,829	
2	57,262		2	57,855		2	51,765	
3	61,575		3	62,213		3	52,703	
4	65,840		4	66,522		4	54,593	
5	70,058		5	70,784		5	56,474	
6	74,357		6	75,128		6	58,364	
7	79,562		7	80,386		7	60,249	
8		\$83,550	8		\$84,416	8		62,692
9		83,550	9		84,416	9		65,147
10		83,550	10		84,416	10		67,586
11		84,387	11		85,261	11		70,039
12		84,387	12		85,261	12		72,676
13		85,223	13		86,106	13		75,320
14		85,223	14		86,106	14		\$79,887
15		86,056	15		86,948	15		79,887
16		86,056	16		86,948	16		80,676
17		86,891	17		87,791	17		81,471
18		86,891	18		87,791	18		82,260
19		88,564	19		89,482	19		83,843

PSYCHOLOGISTS WORK YEAR: 195 DAYS

New employees with no prior school psychology experience will be assigned to Step 1. New employees with prior experience may be granted a maximum of five (5) years credit on their initial schedule placement on the recommendation of the Associate Superintendent for Human Resources. Prior experience must have occurred within 10 years immediately preceding hire date.

A Doctoral bonus will be paid to Psychologists each year in an amount equal to 8.25% of Step 1.

Licenses in Marriage & Family Therapy (MFT), Licensed Educational Psychologist (LEP), and Nationally Certified School Psychologist (NCSP) will qualify for a bonus to be paid each year in an amount equal to 8.05% of Step 1.

MENTAL HEALTH THERAPISTS WORK YEAR: 195 DAYS (Step 1), 193 DAYS (Steps 2-19)

New employees with no prior mental health therapy experience will be assigned to Step 1. New employees with prior experience may be granted a maximum of five (5) years credit on their initial schedule placement on the recommendation of the Associate Superintendent for Human Resources. Prior experience must have occurred within 10 years immediately preceding hire date.

A Doctoral bonus will be paid each year to Mental Health Therapists in an amount equal to 8.25% of Step 1.

BEHAVIOR SUPPORT SPECIALIST: 195 DAYS (Step 1), 193 DAYS (Steps 2-19)

New employees with no prior behavior support specialist experience will be assigned to Step 1. New employees with prior experience may be granted a maximum of five (5) years credit on their initial schedule placement on the recommendation of the Associate Superintendent for Human Resources. Prior experience must have occurred within 10 years immediately preceding hire date.

A Doctoral bonus will be paid each year to Behavior Support Specialists in an amount equal to 8.25% of Step 1.

SOCIAL WORKERS WORK YEAR: 192 DAYS

New employees with no prior social work experience will be assigned to Step 1. New employees with prior experience may be granted a maximum of five (5) years credit on their initial schedule placement on the recommendation of the Associate Superintendent for Human Resources. Prior experience must have occurred within 10 years immediately preceding hire date.

A Doctoral bonus will be paid each year to Social Workers in an amount equal to 8.25% of Step 1.

Licensed Clinical Social Worker (LCSW) licenses will qualify for a bonus to be paid each year in an amount equal to 8.05% of Step 1.

Effective 7/1/2012, 2012-2013 salary schedule includes no furlough days.

re:h:salary schedules/2012-2013/pssa #12 and #13

SACRAMENTO COUNTY OFFICE OF EDUCATION

PUBLIC DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT

In Accordance with AB 1200 (Chapter 1213/1991), GC 3547.5, and CCR, Title V, Section 15449

Name of School District:	Elk Grove Unified School District
Name of Bargaining Unit:	Psychologists' and Social Worker's Association (PSWA)
Certificated, Classified, Other:	Certificated - non-management

The proposed agreement covers the period beginning: July 1, 2012 and ending:
 (date) (date)

The Governing Board will act upon the agreement on: June 19, 2012
 (date)

Note: This form, along with a copy of the proposed agreement, must be submitted to the County Office at least ten (10) working days prior to the date the Governing Board will take action.

A. Proposed Change in Compensation

	Compensation	Annual	Fiscal Impact of Proposed Agreement		
		Cost Prior to	Year 1	Year 2	Year 3
		Proposed Agreement	Increase (Decrease)	Increase (Decrease)	Increase (Decrease)
		FY 2011/12	FY 2012/13	FY 2013/14	FY 2014/15
1	Salary Schedule (This is to include Step and Columns, which is also reported separately in Item 6)	\$4,031,859	\$0	\$0	\$0
			0	0	0
2	Other Compensation Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	\$80,231	\$44,912	\$0	\$0
	Description of other compensation: Lottery Stipend				
3	Statutory Benefits - STRS, PERS, FICA, WE, UI, Medicare, etc.	\$547,319	\$6,427	\$0	\$0
			0.011742525	0	0
4	Health/Welfare Plans	\$759,303	\$0	\$0	\$0
5	Total Compensation - Add Items 1 through 4 to equal 5	\$5,418,712	\$51,339	\$0	\$0
		0	0.009474375	0	0
6	Step and Column - Due to movement plus any changes due to settlement. This is a subset of Item No. 1	\$8,224	\$0	\$0	\$0
7	Total Number of Represented Employees (Use FTEs if appropriate)	58.1994	58.1994	58.1994	58.1994
8	Total Compensation Average Cost per Employee	\$93,106	\$882	\$0	\$0

- 9 . What was the negotiated percentage increase approved? For example, if the increase in "Year 1" was for less than a full year, what is the annualized percentage of that increase for "Year 1"?

N/A

- 10 . Were any additional steps, columns, or range added to the schedule? (If yes, please explain.)

The percentage for bonuses increased by 2.90% for those employees who carry a special license or Doctoral.

- 11 . Please include comments and explanations as necessary. (If more room is necessary, please attach an additional sheet.)

N/A

- 12 . Does this bargaining unit have a negotiated cap for Health & Welfare Yes No

If yes, please describe the cap amount.

The District's maximum contribution toward medical benefit premium costs shall be 80% of the premium cost for the low cost medical plan offered by the District. Each Bargaining Unit member's contribution toward medical benefit premium costs shall be at 20% of the premium cost from the low cost plan medical plan offered by the district. Unit members shall be responsible for the buy up costs related to selecting a medical plan other than the low cost plan.

- B. Proposed Negotiated Changes In Non-compensation Items (i.e., class size adjustments, staff development days, teacher prep time, classified staffing ratios, etc.)

N/A

- C. What are the specific impacts (positive or negative) on instructional and support programs accommodate the settlement? Include the impact of changes such as staff reductions or increases, program reductions or increases, elimination or expansion of other services or programs (i.e., counselors, librarians, custodial staff, etc.)

N/A

D. What contingency language is included in the proposed agreement (e.g., reopeners, etc.)?
N/A

E. Will this agreement create, or decrease deficit financing in the current or subsequent year(s)?
"Deficit Financing" is defined to exist when a fund's expenditures and other financing uses exceed its revenue and other financing sources in a given year. If yes, explain the amounts and justification for doing so.

No

F. Identify other major provisions that do not directly affect the district's costs, such as binding arbitrations, grievance procedures, etc.

N/A

G. Source of Funding for Proposed Agreement

1. Current Year

Funding for the increase in bonuses will come from 2 days of staff development provided by their agreement previously.

2. If this is a single year agreement, how will the ongoing cost of the proposed agreement be funded in subsequent years (i.e., what will all the district afford this contract)?

N/A

3. If this is a multiyear agreement, what is the source of funding, including assumptions used, to fund these obligations in subsequent years? (Remember to include compounding effects in meeting obligations.)

The general fund revenue will fund future increases should the number of participants increase.

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Bargaining Unit:	Unrestricted General Fund PSWA			
	Column 1	Column 2	Column 3	Column 4
	Latest Board - Approved Budget Before Settlement (As of 5/22/12)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$314,744,523			\$314,744,523
Remaining Revenues (8100-8799)	\$54,896,034			\$54,896,034
TOTAL REVENUES	\$369,640,557	\$0	\$0	\$369,640,557
EXPENDITURES				
Certificated Salaries (1000-1999)	\$177,843,565			\$177,843,565
Classified Salaries (2000-2999)	\$31,426,321			\$31,426,321
Employee Benefits (3000-3999)	\$82,975,741			\$82,975,741
Books and Supplies (4000-4999)	\$4,894,177			\$4,894,177
Services, Other Operating Expenses (5000-5999)	\$15,722,975			\$15,722,975
Capital Outlay (6000-6999)	\$170,538			\$170,538
Other Outgo (7100-7299) (7400-7499)	\$227,909			\$227,909
Direct Support/Indirect Cost (7300-7399)	-\$6,811,371			-\$6,811,371
Other Adjustments				\$0
TOTAL EXPENDITURES	\$306,449,855	\$0	\$0	\$306,449,855
OPERATING SURPLUS (DEFICIT)	\$63,190,702	\$0	\$0	\$63,190,702
TRANSFERS IN & OTHER SOURCES (8910-8979)				\$0
TRANSFERS OUT & OTHER USES (7610-7699)	-\$1,752,828			-\$1,752,828
CONTRIBUTIONS (8980-8999)	-\$42,815,270			-\$42,815,270
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$18,622,604	\$0	\$0	\$18,622,604
BEGINNING BALANCE	\$46,812,372			\$46,812,372
Prior-Year Adjustments/Restatements (9793/9795)				\$0
CURRENT-YEAR ENDING BALANCE	\$65,434,976	\$0	\$0	\$65,434,976
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$306,449			\$306,449
Reserved for Economic Uncertainties (9789)	\$9,500,000			\$9,500,000
Designated Amounts (9780)	\$55,628,527			\$55,628,527
Unappropriated Amounts (9790)	\$0	\$0	\$0	\$0

* Please see question on page 7.

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Bargaining Unit:	Restricted General Fund PSWA			
	Column 1	Column 2	Column 3	Column 4
	Latest Board - Approved Budget Before Settlement (As of 5/22/12)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$7,083,452			\$7,083,452
Remaining Revenues (8100-8799)	\$110,138,491			\$110,138,491
TOTAL REVENUES	\$117,221,943	\$0	\$0	\$117,221,943
EXPENDITURES				
Certificated Salaries (1000-1999)	\$46,021,868			\$46,021,868
Classified Salaries (2000-2999)	\$25,529,703			\$25,529,703
Employee Benefits (3000-3999)	\$33,085,704			\$33,085,704
Books and Supplies (4000-4999)	\$21,628,137			\$21,628,137
Services, Other Operating Expenses (5000-5999)	\$31,302,506			\$31,302,506
Capital Outlay (6000-6999)	\$582,693			\$582,693
Other Outgo (7100-7299) (7400-7499)	\$1,786,984			\$1,786,984
Direct Support/Indirect Cost (7300-7399)	\$5,409,417			\$5,409,417
Other Adjustments				\$0
TOTAL EXPENDITURES	\$165,347,012	\$0	\$0	\$165,347,012
OPERATING SURPLUS (DEFICIT)	-\$48,125,069	\$0	\$0	-\$48,125,069
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$733,863			\$733,863
TRANSFERS OUT & OTHER USES (7610-7699)	-\$4,159			-\$4,159
CONTRIBUTIONS (8980-8999)	\$42,815,270			\$42,815,270
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	-\$4,580,095	\$0	\$0	-\$4,580,095
BEGINNING BALANCE	\$18,627,544			\$18,627,544
Prior-Year Adjustments/Restatements (9793/9796)				\$0
CURRENT-YEAR ENDING BALANCE	\$14,047,449	\$0	\$0	\$14,047,449
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$14,047,449			\$14,047,449
Reserved for Economic Uncertainties (9789)				\$0
Designated Amounts (9780)				\$0
Unappropriated Amounts (9790)	\$0	\$0	\$0	\$0

* Please see question on page 7.

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Bargaining Unit:		Combined General Fund PSWA			
		Column 1	Column 2	Column 3	Column 4
		Latest Board - Approved Budget Before Settlement (As of 5/22/12)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES					
Revenue Limit Sources (8010-8099)		\$321,827,975	\$0	\$0	\$321,827,975
Remaining Revenues (8100-8799)		\$165,034,525	\$0	\$0	\$165,034,525
TOTAL REVENUES		\$486,862,500	\$0	\$0	\$486,862,500
EXPENDITURES					
Certificated Salaries (1000-1999)		\$223,865,433	\$0	\$0	\$223,865,433
Classified Salaries (2000-2999)		\$56,956,024	\$0	\$0	\$56,956,024
Employee Benefits (3000-3999)		\$116,061,445	\$0	\$0	\$116,061,445
Books and Supplies (4000-4999)		\$26,522,314	\$0	\$0	\$26,522,314
Services, Other Operating Expenses (5000-5999)		\$47,025,481	\$0	\$0	\$47,025,481
Capital Outlay (8000-8999)		\$753,231	\$0	\$0	\$753,231
Other Outgo (7100-7299) (7400-7499)		\$2,014,893	\$0	\$0	\$2,014,893
Direct Support/Indirect Cost (7300-7399)		-\$1,401,954	\$0	\$0	-\$1,401,954
Other Adjustments		\$0	\$0	\$0	\$0
TOTAL EXPENDITURES		\$471,796,867	\$0	\$0	\$471,796,867
OPERATING SURPLUS (DEFICIT)		\$15,065,633	\$0	\$0	\$15,065,633
TRANSFERS IN & OTHER SOURCES (8910-8979)		\$733,863	\$0	\$0	\$733,863
TRANSFERS OUT & OTHER USES (7610-7699)		-\$1,756,987	\$0	\$0	-\$1,756,987
CONTRIBUTIONS (8980-8999)		\$0	\$0	\$0	\$0
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE		\$14,042,509	\$0	\$0	\$14,042,509
BEGINNING BALANCE		\$65,439,916			\$65,439,916
Prior-Year Adjustments/Restatements (9793/9795)		\$0			\$0
CURRENT-YEAR ENDING BALANCE		\$79,482,425	\$0	\$0	\$79,482,425
COMPONENTS OF ENDING BALANCE:					
Reserved Amounts (9711-9740)		\$14,353,898	\$0	\$0	\$14,353,898
Reserved for Economic Uncertainties (9789)		\$9,500,000	\$0	\$0	\$9,500,000
Designated Amounts (9780)		\$55,628,527	\$0	\$0	\$55,628,527
Unappropriated Amounts - Unrestricted (9790)		\$0	\$0	\$0	\$0

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Fund: Enter Bargaining Unit:	FUND 12 - CHILD DEVELOPMENT PSWA			
	Column 1	Column 2	Column 3	Column 4
	Latest Board - Approved Budget Before Settlement (As of 5/22/12)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$0	\$0	\$0	\$0
Remaining Revenues (8100-8799)	\$5,363,552	\$0	\$0	\$5,363,552
TOTAL REVENUES	\$5,363,552	\$0	\$0	\$5,363,552
EXPENDITURES				
Certificated Salaries (1000-1999)	\$1,664,024		\$0	\$1,664,024
Classified Salaries (2000-2999)	\$924,268	\$0	\$0	\$924,268
Employee Benefits (3000-3999)	\$1,270,715	\$0	\$0	\$1,270,715
Books and Supplies (4000-4999)	\$280,381	\$0	\$0	\$280,381
Services, Other Operating Expenses (5000-5999)	\$1,067,061	\$0	\$0	\$1,067,061
Capital Outlay (6000-6999)	\$0	\$0	\$0	\$0
Other Outgo (7100-7299) (7400-7499)	\$0	\$0	\$0	\$0
Direct Support/Indirect Cost (7300-7399)	\$237,480	\$0	\$0	\$237,480
Other Adjustments	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$5,443,929	\$0	\$0	\$5,443,929
OPERATING SURPLUS (DEFICIT)	-\$80,377	\$0	\$0	-\$80,377
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$80,377	\$0	\$0	\$80,377
TRANSFERS OUT & OTHER USES (7810-7899)	\$0	\$0	\$0	\$0
CONTRIBUTIONS (8980-8999)	\$0	\$0	\$0	\$0
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$0	\$0	\$0	\$0
BEGINNING BALANCE	\$76,245			\$76,245
Prior-Year Adjustments/Restatements (9793/9795)	\$0			\$0
CURRENT-YEAR ENDING BALANCE	\$76,245	\$0	\$0	\$76,245
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$74,727	\$0	\$0	\$74,727
Reserved for Economic Uncertainties (9770)		\$0	\$0	\$0
Board Designated Amounts (9775-9780)	\$1,518	\$0	\$0	\$1,518
Unappropriated Amounts (9790)	\$0	\$0	\$0	\$0

* Please see question on page 7.

I. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

**Combined General Fund
PSWA**

Enter Bargaining Unit:	2011-12	2012-13	2013-14
	Total Current Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
Revenue Limit Sources (8010-8099)	\$321,827,975	\$297,880,701	\$295,080,076
Remaining Revenues (8100-8799)	\$165,034,525	\$156,416,341	\$146,184,932
TOTAL REVENUES	\$486,862,500	\$454,297,042	\$441,265,008
EXPENDITURES			
Certificated Salaries (1000-1999)	\$223,865,433	\$235,028,930	\$220,603,449
Classified Salaries (2000-2999)	\$56,956,024	\$58,299,893	\$58,711,764
Employee Benefits (3000-3999)	\$116,061,445	\$112,493,380	\$111,485,952
Books and Supplies (4000-4999)	\$26,522,314	\$23,058,245	\$23,228,671
Services, Other Operating Expenses (6000-5999)	\$47,025,481	\$45,715,965	\$46,781,787
Capital Outlay (8000-6999)	\$753,231	\$582,693	\$582,693
Other Outgo (7100-7299) (7400-7499)	\$2,014,893	\$1,972,598	\$1,972,598
Direct Support/Indirect Cost (7300-7399)	-\$1,401,954	-\$1,401,954	-\$1,401,954
Other Adjustments	\$0	\$0	\$0
TOTAL EXPENDITURES	\$471,796,867	\$475,749,750	\$461,964,960
OPERATING SURPLUS (DEFICIT)	\$15,065,633	-\$21,452,708	-\$20,699,952
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$733,863	\$733,863	\$733,863
TRANSFERS OUT & OTHER USES (7610-7899)	-\$1,756,987	-\$1,752,828	-\$1,252,828
CONTRIBUTIONS (8980-8999)	\$0	\$0	\$0
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$14,042,509	-\$22,471,673	-\$21,218,917
BEGINNING BALANCE	\$65,439,916	\$79,482,425	\$57,010,752
CURRENT-YEAR ENDING BALANCE	\$79,482,425	\$57,010,752	\$35,791,835
COMPONENTS OF ENDING BALANCE:			
Reserved Amounts (9711-9740)	\$14,353,898	\$15,356,644	\$17,423,441
Reserved for Economic Uncertainties - Unrestricted (9789)	\$9,500,000	\$10,000,000	\$10,000,000
Reserved for Economic Uncertainties - Restricted (9770)			
Board Designated Amounts (9780)	\$55,628,527	\$31,654,108	\$8,368,394
Unappropriated Amounts - Unrestricted (9790)	\$0	\$0	\$0
Unappropriated Amounts - Restricted (9790)	\$0	\$0	\$0

J. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES

1. State Reserve Standard

	2011-12	2012-13	2013-14
a. Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$473,553,854	\$477,502,578	\$463,217,788
b. State Standard Minimum Reserve Percentage for this District <u>2%</u> enter percentage:	2%	2%	2%
c. State Standard Minimum Reserve Amount for this District (For districts with less than 1,001 ADA, this is the greater of Line a, times Line b, OR \$50,000)	\$9,471,077	\$9,550,052	\$9,264,356

2. Budgeted Unrestricted Reserve (After Impact of Proposed Agreement)

a. General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9789)	\$9,500,000	\$10,000,000	\$10,000,000
b. General Fund Budgeted Unrestricted Unappropriated Amount (9790)	\$0	\$0	\$0
c. Special Reserve Fund (Fund 17) Budgeted Designated for Economic Uncertainties (9780)	\$0	\$0	\$0
d. Special Reserve Fund (Fund 17) Budgeted Unappropriated Amount (9780)	\$0	\$0	\$0
g. Total Available Reserves	\$9,500,000	\$10,000,000	\$10,000,000
h. Reserve for Economic Uncertainties Percentage	2.0%	2.1%	2.2%

3. Do unrestricted reserves meet the state minimum reserve amount?

2011-12	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2012-13	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2013-14	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>

4. If no, how do you plan to restore your reserves?

N/A

5. If the total amount of the adjustment in Column 2 on Page 4 does not agree with the amount of the Total Compensation Increase in Section A, Line 5, Page 1 (i.e., increase was partially budgeted), explain the variance below:

6. Please include any additional comments and explanation of Page 4 if necessary: N/A

K. SALARY NOTIFICATION REQUIREMENT

The following section is applicable and should be completed when any Salary/Benefit Negotiations are settled after the district's final budget has been adopted.

COMPARISON OF PROPOSED AGREEMENT TO CHANGE IN DISTRICT BASE REVENUE LIMIT

(a) Current-Year Base Revenue Limit (BRL) per ADA: (obtain from the County Office-provided Revenue Limit run, Form RL, Line 4)	\$ <u>6501.90</u> (Estimated)
(b) Prior-Year Base Revenue Limit per ADA: (Form RL, Line 1)	\$ <u>6358.90</u> (Actual)
(c) Amount of Current-Year Increase: (a) minus (b)	\$ <u>143</u>
(d) Percentage Increase in BRL per ADA: (c) divided by (b)	<u>2.249%</u>
(e) Deficit: (Form RL, Line 9-a)	<u>0.79398 %</u>
(f) Percentage Increase in BRL after deficit:	<u>-1.00%</u>
(g) Total Compensation Percentage Increase from Section A, Line 5, Page 1 for Current year (Year 1)	<u>0.95%</u>

L. CERTIFICATION NO. 1: CERTIFICATION OF THE DISTRICTS ABILITY TO MEET THE COSTS OF COLLECTIVE BARGAINING AGREEMENT

The disclosure document must be signed by the district Superintendent and Chief Business Officer at the time of public disclosure.

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Business Officer of Elk Grove Unified School District (District), hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement between the District and the Psychologists' and Social Workers' Association (PSWA), effective July 1, 2012.

The budget revisions necessary to meet the costs of the agreement are as follows:

Budget Adjustment Categories:

Revenues/Other Financing Sources

Expenditures/Other Financing Uses

Ending Balance Increase (Decrease)

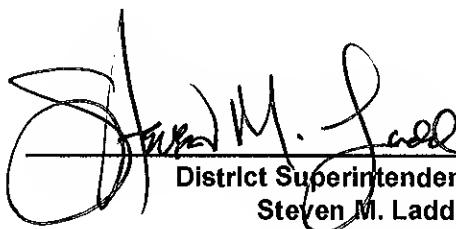
Budget Adjustment
Increase (Decrease)

0

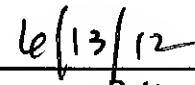
0

0

X (No budget revisions necessary)



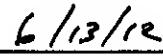
District Superintendent (Signature)
Steven M. Ladd, Ed.D.



Date



Chief Business Officer (Signature)
Rich Fagan



Date

M. CERTIFICATION NO. 2

The disclosure document must be signed by the district Superintendent or designee at the time of public disclosure and by the President or Clerk of the Governing Board at the time of formal board action on the proposed agreement.

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement (as provided in the "Public Disclosure of Proposed Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code Section 3547.5.

District Superintendent (Signature)
Steven M. Ladd, Ed.D.

Date

 **Shannon Stenroos, Budget Manager**
Contact Person

(916) 686-7769 x 7667
Phone

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on June 19, 2012, took action to approve the proposed Agreement with the Psychologists' and Social Workers' Association (PSWA).

President (or Clerk), Governing Board
(Signature)

Date

Board Agenda Item**Subject:****DECLARATION OF NEED FOR FULLY QUALIFIED EDUCATORS FOR 2012-13****Action Requested:**

The Board is requested to adopt and approve the *Declaration of Need for Fully Qualified Educators* for 2012-13 as required by the California Commission on Teacher Credentialing (CCTC).

Discussion:

The *No Child Left Behind (NCLB)* Act of 2001 had a dramatic impact on what defines a “fully/highly qualified teacher.” Under the act, a teacher may be fully credentialed, but not NCLB compliant because of their assignment or because they lack what the act terms “subject matter competency” which can be achieved by additional course work, experience, or testing. Over the past three years, Elk Grove Unified School District has made impressive progress toward full compliance with the legislation with over 98% of the teachers in compliance. Those who remain are in the areas of alternative and special education where the Commission on Teacher Credentialing (CTC) continues to struggle in developing pathways for teachers to full compliance.

The District has fully aligned with the credential requirements of the *Williams Case* - English Language Acquisition certification for teachers who teach any child whose primary language is other than English. The requirement is that even if a teacher has ONLY one (1) child who has not been re-classified as fluent in English, then the teacher must also have a SDAIE, CLAD, or BCLAD credential in addition to their subject matter credentials. Currently, all the teachers at our *Williams* schools are fully compliant.

Three years ago, when the Sacramento County Office of Education (SCOE) audited the credentials of our teachers, they found us to have 1,463 teachers who did not possess the necessary certification required to work with English Learners. While they were fully credentialed in their subject matter areas, they lacked the EL certification element required for full certification. As you are aware, the District implemented financial incentives for teachers to work toward full EL Authorizations several years ago. We have now reduced the original number to 55 last year, and now to less than 30 this year. Most of these teachers are in assignments where EL certification is not required.

In the interim, while those teachers who remain complete their CLAD/BCLAD credential authorizations, they are required by law to hold an Emergency CLAD Permit. As such, we must request the following in our *Declaration of Need for Fully Qualified Educators for 2012-13*.

Emergency Permits

CLAD	25
Resource Specialist	5
Teacher Librarian Services	1

Limited Assignment Permits

(Limited Assignment Permits may only be issued to applicant holding a valid California teaching credential based upon a baccalaureate degree and a professional preparation program including student teaching.)

Multiple Subject	5
Single Subject	25
Special Education	20

As we make progress toward the certification goals, the Board will be updated accordingly.

Financial Summary: No fiscal impact.

Prepared By: Brandon Krueger, Ed.D.

Division Approval: _____ Glen De Graw

Prepared By: _____

Superintendent Approval: _____ Steven M. Ladd, Ed.D.

ELK GROVE UNIFIED SCHOOL DISTRICT

Board Agenda Item

Agenda Item No: 33B

Supplement No. _____

Meeting Date June 19, 2012

Subject: 2012-13 Ratification of CIF Representatives

Division: Secondary Education

Action Requested: The Board of Education is requested to appoint representatives from the District's high schools to serve as each school's league/conference representative for the 2012-13 school year.

Discussion: Each year the Elk Grove Unified School District Board of Education, at a regular Board meeting is required to appoint individuals to serve for the school year as the school's league/conference representative. The schools and representatives for the 2012-13 school year are:

Cosumnes Oaks High School	Patrick McDougall, Principal TBA, Athletic Director
Elk Grove High School	Cathy Guy, Principal Bob Levin, Athletic Director
Florin High School	Don Ross, Principal George Smith, Athletic Director
Franklin High School	Michael Reed, Principal Michael Cody. Athletic Director
Laguna Creek High School	Doug Craig, Principal Brian LoForte, Athletic Director
Monterey Trail High School	David Byrd, Principal Rick Arcuri, Athletic Director
Pleasant Grove High School	Hank Meyer, Principal Jeff Caton, Athletic Director
Sheldon High School	Paula Duncan, Principal Denise Aguilar, Athletic Director
Valley High School	Chelsea Bowler-Shelton, Principal Rod Edmiston, Athletic Director

Financial Summary: N/A

Prepared By: Jim Smrekar

Division Approval: Christine C. Estrella

Prepared By: _____

Superintendent Approval: Steven M. Ladd, Ed.D.

148.0612.0444





California Interscholastic Federation

Marie M. Ishida, Executive Director
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e-mail: ishidasan@clfstate.org

www.cifstate.org

2012-2013 Designation of CIF Representatives to League

Please complete the form below for each school under your jurisdiction and RETURN TO THE CIF SECTION OFFICE (ADDRESS ON REVERSE SIDE) no later than July 2, 2012.

ELK GROVE UNIFIED School District/Governing Board at its June 19, 2012 meeting,
(Name of school district/governing board) (Date)

appointed the following individual(s) to serve for the 2012-2013 school year as the school's league representative:

PHOTOCOPY THIS FORM TO LIST ADDITIONAL SCHOOL REPRESENTATIVES

NAME OF SCHOOL COSUMNES OAKS HIGH SCHOOL

<u>NAME OF REPRESENTATIVE</u>	Patrick McDougall	<u>POSITION</u>	Principal		
<u>ADDRESS</u>	9850 Lotz Parkway	<u>CITY</u>	Elk Grove	<u>ZIP</u>	95757
<u>PHONE</u>	916-683-7670	<u>FAX</u>	916-683-4522	<u>E-MAIL</u>	pmcdouga@egusd.net

NAME OF SCHOOL COSUMNES OAKS HIGH SCHOOL

<u>NAME OF REPRESENTATIVE</u>	TBA	<u>POSITION</u>	Athletic Director		
<u>ADDRESS</u>	9850 Lotz Parkway	<u>CITY</u>	Elk Grove	<u>ZIP</u>	95757
<u>PHONE</u>	916-683-7670	<u>FAX</u>	916-683-4522	<u>E-MAIL</u>	TBA

NAME OF SCHOOL ELK GROVE HIGH SCHOOL

<u>NAME OF REPRESENTATIVE</u>	Cathy Guy	<u>POSITION</u>	Principal		
<u>ADDRESS</u>	9800 Elk Grove-Florin Road	<u>CITY</u>	Elk Grove	<u>ZIP</u>	95624
<u>PHONE</u>	916-686-7741	<u>FAX</u>	916-685-5515	<u>E-MAIL</u>	cguy@egusd.net

NAME OF SCHOOL ELK GROVE HIGH SCHOOL

<u>NAME OF REPRESENTATIVE</u>	Bob Levin	<u>POSITION</u>	Athletic Director		
<u>ADDRESS</u>	9800 Elk Grove-Florin Road	<u>CITY</u>	Elk Grove	<u>ZIP</u>	95624
<u>PHONE</u>	916-686-7741	<u>FAX</u>	916-685-5515	<u>E-MAIL</u>	rlevin@egusd.net

If the designated representative is not available for a given league meeting, an alternate designee of the district governing board may be sent in his/her place. **NOTE:** League representatives from public schools and private schools must be designated representatives of the school's governing boards in order to be eligible to serve on the section and state governance bodies.

Superintendent's or Principal's Name Steven M. Ladd, Ed.D. Signature _____
Address 9510 Elk Grove-Florin Road City Elk Grove Zip 95624
Phone 916-686-7700 Fax 916-686-7787

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(Name of school district/governing board) (Date)

appointed the following individual(s) to serve for the 2012-2013 school year as the school's league representative:

PHOTOCOPY THIS FORM TO LIST ADDITIONAL SCHOOL REPRESENTATIVES

NAME OF SCHOOL FLORIN HIGH SCHOOL

<u>NAME OF REPRESENTATIVE</u>	Don Ross	<u>POSITION</u>	Principal		
<u>ADDRESS</u>	7956 Cottonwood Lane	<u>CITY</u>	Sacramento	<u>ZIP</u>	95828
<u>PHONE</u>	916-689-8600	<u>FAX</u>	916-689-7430	<u>E-MAIL</u>	dkross@egusd.net

NAME OF SCHOOL FLORIN HIGH SCHOOL

<u>NAME OF REPRESENTATIVE</u>	George Smith	<u>POSITION</u>	Athletic Director		
<u>ADDRESS</u>	7956 Cottonwood Lane	<u>CITY</u>	Sacramento	<u>ZIP</u>	95828
<u>PHONE</u>	916-689-8600	<u>FAX</u>	916-689-7430	<u>E-MAIL</u>	gtsmith@egusd.net

NAME OF SCHOOL FRANKLIN HIGH SCHOOL

<u>NAME OF REPRESENTATIVE</u>	Michael Reed	<u>POSITION</u>	Principal		
<u>ADDRESS</u>	6400 Whitelock Parkway	<u>CITY</u>	Elk Grove	<u>ZIP</u>	95757
<u>PHONE</u>	916-714-8150	<u>FAX</u>	916-714-8155	<u>E-MAIL</u>	miareed@egusd.net

NAME OF SCHOOL FRANKLIN HIGH SCHOOL

<u>NAME OF REPRESENTATIVE</u>	Mike Cody	<u>POSITION</u>	Athletic Director		
<u>ADDRESS</u>	6400 Whitelock Parkway	<u>CITY</u>	Elk Grove	<u>ZIP</u>	95757
<u>PHONE</u>	916-714-8150	<u>FAX</u>	916-714-8155	<u>E-MAIL</u>	mcody@egusd.net

If the designated representative is not available for a given league meeting, an alternate designee of the district governing board may be sent in his/her place. **NOTE:** League representatives from public schools and private schools must be designated representatives of the school's governing boards in order to be eligible to serve on the section and state governance bodies.

Superintendent's or Principal's Name Steven M. Ladd, Ed.D. Signature _____
Address 9510 Elk Grove-Florin Road City Elk Grove Zip 95624
Phone 916-686-7700 Fax 916-686-7787

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2012-2013 Designation of CIF Representatives to League

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(Name of school district/governing board) (Date)

appointed the following individual(s) to serve for the 2012-2013 school year as the school's league representative:

PHOTOCOPY THIS FORM TO LIST ADDITIONAL SCHOOL REPRESENTATIVES

NAME OF SCHOOL LAGUNA CREEK HIGH SCHOOL

NAME OF REPRESENTATIVE	Doug Craig	POSITION	Principal		
ADDRESS	9050 Vicino Drive	CITY	Elk Grove	ZIP	95758
PHONE	916-683-1339	FAX	916-683-3128	E-MAIL	draig@egusd.net

NAME OF SCHOOL LAGUNA CREEK HIGH SCHOOL

NAME OF REPRESENTATIVE	Brian LoForte	POSITION	Athletic Director		
ADDRESS	9050 Vicino Drive	CITY	Elk Grove	ZIP	95758
PHONE	916-683-1339	FAX	916-683-3128	E-MAIL	bloforte@egusd.net

NAME OF SCHOOL MONTEREY TRAIL HIGH SCHOOL

NAME OF REPRESENTATIVE	David Byrd	POSITION	Principal		
ADDRESS	8661 Power Inn Road	CITY	Elk Grove	ZIP	95624
PHONE	916-688-0050	FAX	916-688-0058	E-MAIL	dbyrd@egusd.net

NAME OF SCHOOL MONTEREY TRAIL HIGH SCHOOL

NAME OF REPRESENTATIVE	Rick Arcuri	POSITION	Athletic Director		
ADDRESS	8661 Power Inn Road	CITY	Elk Grove	ZIP	95624
PHONE	916-688-0050	FAX	916-688-0058	E-MAIL	rarcuri@egusd.net

If the designated representative is not available for a given league meeting, an alternate designee of the district governing board may be sent in his/her place. **NOTE:** League representatives from public schools and private schools must be designated representatives of the school's governing boards in order to be eligible to serve on the section and state governance bodies.

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(Name of school district/governing board) **(Date)**

appointed the following individual(s) to serve for the 2012-2013 school year as the school's league representative:

PHOTOCOPY THIS FORM TO LIST ADDITIONAL SCHOOL REPRESENTATIVES

NAME OF SCHOOL PLEASANT GROVE HIGH SCHOOL

NAME OF REPRESENTATIVE	Hank Meyer	POSITION	Principal		
ADDRESS	9531 Bond Road	CITY	Elk Grove	ZIP	95624
PHONE	916-686-0230	FAX	916-686-0239	E-MAIL	hmeyer@egusd.net

NAME OF SCHOOL PLEASANT GROVE HIGH SCHOOL

NAME OF REPRESENTATIVE	Jeff Caton	POSITION	Athletic Director		
ADDRESS	9531 Bond Road	CITY	Elk Grove	ZIP	95624
PHONE	916-686-0230	FAX	916-686-0239	E-MAIL	jcaton@egusd.net

NAME OF SCHOOL SHELDON HIGH SCHOOL

NAME OF REPRESENTATIVE	Paula Duncan	POSITION	Principal		
ADDRESS	8333 Kingsbridge Drive	CITY	Sacramento	ZIP	95829
PHONE	916-681-7500	FAX	916-681-7505	E-MAIL	pduncan@egusd.net

NAME OF SCHOOL SHELDON HIGH SCHOOL

NAME OF REPRESENTATIVE	Denise Aguilar	POSITION	Athletic Director		
ADDRESS	8333 Kingsbridge Drive	CITY	Sacramento	ZIP	95829
PHONE	916-681-7500	FAX	916-681-7505	E-MAIL	daguilar@egusd.net

If the designated representative is not available for a given league meeting, an alternate designee of the district governing board may be sent in his/her place. **NOTE:** League representatives from public schools and private schools must be designated representatives of the school's governing boards in order to be eligible to serve on the section and state governance bodies.

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(Name of school district/governing board) (Date)

appointed the following individual(s) to serve for the 2012-2013 school year as the school's league representative:

PHOTOCOPY THIS FORM TO LIST ADDITIONAL SCHOOL REPRESENTATIVES

NAME OF SCHOOL **VALLEY HIGH SCHOOL**

NAME OF REPRESENTATIVE	Chelsea Bowler-Shelton	POSITION	Principal		
ADDRESS	6300 Ehrhardt Avenue	CITY	Sacramento	ZIP	95823
PHONE	916-689-6500	FAX	916-682-1528	E-MAIL	cbowler@egusd.net

NAME OF SCHOOL **VALLEY HIGH SCHOOL**

NAME OF REPRESENTATIVE	Rod Edmiston	POSITION	Athletic Director		
ADDRESS	6300 Ehrhardt Avenue	CITY	Sacramento	ZIP	95823
PHONE	916-689-6500	FAX	916-682-1528	E-MAIL	dedmisto@egusd.net

NAME OF SCHOOL

NAME OF REPRESENTATIVE		POSITION	
ADDRESS		CITY	ZIP
PHONE	FAX	E-MAIL	

NAME OF SCHOOL

NAME OF REPRESENTATIVE		POSITION	
ADDRESS		CITY	ZIP
PHONE	FAX	E-MAIL	

If the designated representative is not available for a given league meeting, an alternate designee of the district governing board may be sent in his/her place. **NOTE:** League representatives from public schools and private schools must be designated representatives of the school's governing boards in order to be eligible to serve on the section and state governance bodies.

Superintendent's or Principal's Name Steven M. Ladd, Ed.D. Signature _____
Address 9510 Elk Grove-Florin Road City Elk Grove Zip 95624
Phone 916-686-7700 Fax 916-686-7787

**PLEASE MAIL OR FAX THIS FORM DIRECTLY TO THE CIF SECTION, SEE
REVERSE SIDE FOR CIF SECTION OFFICES⇒⇒⇒**

REVISION

**June 19, 2012
Board Meeting**

**Agenda Item
#6**

ELK GROVE UNIFIED SCHOOL DISTRICT

REVISED

Agenda Item No: 6

Supplement No. _____

Meeting Date June 19, 2012

Board Agenda Item

Subject:

Athletic Recognition

Division: Secondary

Action Requested:

The Board is asked to recognize CIF Sac-Joaquin Section Champions

Discussion:

The Board is asked to recognize the following Sheldon High School players and coaches, who won their third consecutive CIF Sac-Joaquin Section Division I Softball Championship.

Players:

Alexis Cooper, Rikki Garcia, Amber Glenn, Nikki Miles, MeShalon Moore, Christy Satterlee, Danielle Wiltz, Erika Lane, Anessa Kaylor, Ashlyn Lane, Zamari Hinton, Michaela Russell, Brooke Coyne, Haley Juarez-Viramontes, Jamie Long

Assistant Coaches:

April Russo, Shalan Dundee, John Mendonca, Joe Jaquez

Head Coach:

Mary Jo Truesdale

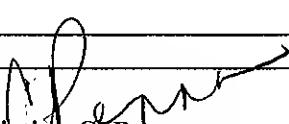
Additionally, the Board is asked to recognize:

Alexis Cooper of Sheldon High School who was named the Sacramento Bee Softball Player of the Year and Rowdy Tellez of Elk Grove High School who was named the Sacramento Bee Baseball Player of the Year.

Financial Summary:

N/A

Prepared By: Jim Smrekar

Division Approval:  Christina C. Penna

Prepared By: _____

Superintendent Approval: Steven M. Ladd, Ed.D.

ATTACHMENTS

**June 19, 2012
Board Meeting**

**Agenda Item
#14**

Students

BP 5131.2(a)

BULLYING

The Governing Board believes that all students have a right to a safe and healthy school environment. The Board also believes that the district, its schools, and community have an obligation to promote mutual respect, tolerance, and acceptance. Student safety is of the highest priority, and the Board will not tolerate behavior in the form of bullying that infringes on the safety or emotional or physical well-being of any student.

For purposes of student discipline, the definition of bullying is governed by Education Code section 48900(r) and district Board Policy and Administrative Regulation 5144.1 (Suspension/Expulsion). More generally, however, and for purposes of this policy, bullying is defined as abusive action or conduct, which can be physical, verbal, written, psychological, or sexual in nature. Examples of bullying in these differing forms include, but are not limited to:

1. Physical: hitting, kicking, spitting, and pushing;
2. Verbal or Written: teasing, threatening, and name-calling;
3. Psychological: social isolation, manipulation, spreading rumors, and intimidating; and/or
4. Sexual: touching, assault, exhibitionism, and many of the actions listed above.

Normally bullying is a pattern of conduct or repeated over a period of time, but may in some instances take the form of one severe or egregious act.

The district may provide students with instruction, in the classroom or other educational settings, that promotes effective communication and conflict resolution skills, social skills, character/values education, respect for cultural and individual differences, self-esteem development, assertiveness skills, and appropriate online behavior. District schools are encouraged to educate students, at least once annually and more often when called for, regarding the district's policies governing and prohibiting bullying, as well as the types of conduct constituting bullying and the harmful consequences of bullying on student victims.

(cf. 6163.4 - Student Use of Technology)

(cf. 6142.8 - Comprehensive Health Education)

(cf. 6142.94 - History-Social Science Instruction)

While bullying is often perceived by students as common, the Board does not view such conduct or its consequences on the victims of bullying as a normal part of growing up to which district students should be subjected. The Board finds that the harmful consequences to student victims of bullying include, but are not limited to:

BULLYING

1. Negative impact on students' grades because of victims' concern over bullying and inability to focus on learning;
2. Absenteeism, truancy and dropping out in order to avoid an environment of bullying;
3. Psychological impacts on victims' self-esteem and feelings of isolation, resulting in withdrawal and/or depression;
4. Creation of a dangerous educational environment where victims physically fight back in response to perpetrators, or bring weapons or dangerous objects to school for protection from perpetrators; and
5. Long-term consequences for victims in terms of anxiousness, insecurity and/or depression.

The harmful consequences of bullying described above and other detrimental impacts resulting from bullying are significant and negatively influence students' ability to learn. The Board believes that the district and its schools are responsible for creating safe learning environments for all students and must work proactively to prevent bullying so that detrimental impacts on student learning and attendance do not result.

Consistent with the negative impacts of bullying that the Board seeks to prevent and redress, Board Policy 5145.3 prohibits discrimination, harassment, intimidation and bullying based on, among other things, actual or perceived disability, gender, gender identity, gender expression, nationality, race or ethnicity, religion, sexual orientation, or association with a person or group with one or more of these actual or perceived characteristics. No student or group of students shall, through physical, written, verbal, or other means, harass, sexually harass, threaten, intimidate, bully, cyberbully, cause bodily injury to, or commit hate violence against any other student, group of students or school personnel. This policy applies to all acts related to school activity or school attendance occurring within a school under the jurisdiction of the district Superintendent.

(cf. 5131 - Conduct)

(cf. 5136 - Gangs)

(cf. 5145.3 - Nondiscrimination/Harassment/Intimidation/Bullying)

(cf. 5145.7 - Sexual Harassment)

(cf. 5145.9 - Hate-Motivated Behavior)

BULLYING**Cyberbullying**

The Board finds that bullying takes place through the Internet or other forms of technology and electronic acts, i.e., cyberbullying. Cyberbullying includes the transmission of harassing communications, direct threats, or other harmful texts, sounds, or images on the Internet, social media, or other technologies using a telephone, computer, or any wireless communication device. Cyberbullying also includes breaking into another person's electronic account and assuming that person's identity in order to damage that person's reputation.

(cf. 5144.1 - Suspension and Expulsion/Due Process)

(cf. 5145.2 - Freedom of Speech/Expression)

Bullying Prevention

The Board directs the Superintendent or designee to develop strategies for bullying prevention and intervention consistent with this policy, as well as consistent with Board policy and administrative regulations governing the development of comprehensive school safety plans, and to ensure that such strategies are incorporated into such safety plans.

(cf. 0420 - School Plans/Site Councils)

(cf. 0450 - Comprehensive Safety Plan)

(cf. 1220 - Citizen Advisory Committees)

(cf. 1400 - Relations Between Other Governmental Agencies and the Schools)

(cf. 6020 - Parent Involvement)

To the extent possible, district and school strategies shall focus on the prevention of bullying by establishing clear rules for student conduct and strategies to establish a positive, collaborative school climate. Students shall be informed, through student handbooks and other appropriate means, of district and school rules related to bullying, mechanisms available for reporting incidents of bullying, and the consequences for perpetrators of bullying.

(cf. 1312.3 - Uniform Complaint Procedures)

(cf. 5137 - Positive School Climate)

(cf. 5144.1 – Suspension and Expulsion/Due Process)

(cf. 5145.3 - Nondiscrimination/Harassment/Intimidation/Bullying)

(cf. 6164.2 - Guidance/Counseling Services)

(cf. 6162.7 - Use of Technology in Instruction)

BULLYING

Designated school staff shall receive related professional development, including information about early warning signs of harassing/intimidating/bullying behaviors and effective prevention and intervention strategies. District teachers are also encouraged to discuss at least once annually with their students, and more often when called for, on the district's policies governing and prohibiting bullying.

(cf. 4131 - Staff Development)

(cf. 4231 - Staff Development)

(cf. 4331 - Staff Development)

Based on evidence establishing that bullying behaviors or incidents continue to occur over time at a school, despite prevention efforts, the Superintendent or designee may temporarily increase supervision in affected areas of the campus.

Intervention

Students are expected to notify school staff when they are being bullied. Additionally, students who witness acts of bullying, or who suspect that another student is a victim of bullying, are encouraged and expected to notify school staff.

The Superintendent or designee shall develop means for students to report threats or incidents confidentially and anonymously. School staff shall take immediate steps of intervention to investigate and correct bullying behavior when reported. District staff shall immediately interview involved students when an incident of bullying is reported, as well as document when an incident of bullying is reported and that the bullying behavior was corrected and stopped. District staff shall maintain a record of the reported bullying and intervention steps taken to correct the bullying behavior. Additionally, district staff who witness bullying shall immediately intervene to stop the incident when it is safe to do so. (Education Code 234.1)

As appropriate, the Superintendent or designee, or Principal or designee, shall notify the parents/guardians of victims and perpetrators of bullying. District staff, where appropriate, may involve the parents of bullying victims and bullying perpetrators to resolve and remediate bullying behavior, and to ensure that bullying does not recur. The Superintendent or designee, or Principal or designee also may involve school counselors, mental health counselors, and/or law enforcement.

School staff and students shall make all reasonable efforts to resolve disputes between students involving bullying. Students are to resolve their disputes without resorting to violence. Students, especially those trained in conflict resolution and peer mediation, are encouraged to help fellow students resolve problems related to bullying peaceably.

BULLYING

School staff, where appropriate, shall refer students to conflict resolution or peer mediation with trained staff, adult or peer mediators. School staff and mediators will maintain the confidentiality of such conflict resolution and mediation discussions. Conflict resolution processes shall not supplant the authority of school staff to act to prevent violence, ensure campus safety, maintain order, and discipline students with respect to acts of bullying.

Complaints and Investigation

Students may submit to a teacher or administrator a verbal or written complaint of conduct that they consider to be bullying. In addition to informal resolution of complaints of bullying at the site level through a complaint to a teacher or site administrator, a written complaint can be filed in accordance with the Uniform Complaint Process under Board Policies 5145.3 (Nondiscrimination/Harassment/Intimidation/Bullying) and 1312.3 (Uniform Complaint Process). Such formal complaints should be submitted to the appropriate District administrators as designated in Board Policies 5145.3 and 1312.3.

(cf. 1312.3 - Uniform Complaint Procedures)

(cf. 5144.1 - Suspension and Expulsion/Due Process)

(cf. 5145.3 - Nondiscrimination/Harassment/Intimidation/Bullying)

Discipline

Any student who engages in bullying on school premises, or off campus in a manner that causes or is likely to cause a substantial disruption of a school activity or school attendance, shall be subject to discipline, which may include suspension or expulsion, in accordance with district policies and regulations, and the Education Code. (Education Code section 48900(r)-(s))

(cf. 5144.1 - Suspension and Expulsion/Due Process)

When a student is reported to be engaging in bullying off campus, the Superintendent or designee shall investigate and document the activity and shall identify specific facts or circumstances that explain the impact or potential impact on school activity, school attendance, or the targeted student's educational performance.

When the circumstances involve cyberbullying, individuals with information about the activity are encouraged to save, record and/or print any electronic or digital messages sent to them that they feel constitute cyberbullying and to notify a teacher, the principal, or other employee so that the matter may be investigated.

If the student is using a social networking site or service that has terms of use that prohibit posting of harmful material, the Superintendent or designee also may provide notice to or file a complaint with the Internet site or service provider to have the objectionable material removed.

BULLYING

Even where discipline is not called for under district policies and regulations or the Education Code, school staff shall consider whether other forms of interventions are appropriate to address the needs of the alleged victim or victims and the conduct of the alleged perpetrator or perpetrators.

This policy, however, shall not be construed to limit pupil rights to free speech as protected by the United States Constitution, the California Constitution, or other applicable laws governing student free speech rights.

(cf. 5131 - Conduct)

(cf. 5145.2 - Freedom of Speech/Expression)

Publicize/Notice of Bullying Policy

The Board directs the Superintendent or designee to publicize this policy, as well as the district's policies governing and describing how to submit a complaint regarding bullying, and to ensure that notice of this policy is posted in school offices, schools, staff lounges and student government meeting rooms.

Other Enforcement Mechanisms

The Board's bullying policy is intended to supplement, and not replace, any applicable state and federal laws and regulations. Students may also request that other state and federal governmental agencies investigate complaints of bullying. For example, any student who thinks he or she has been bullied or retaliated against for complaining about bullying may file a complaint with the California Department of Education or U.S. Office for Civil Rights.

Legal Reference:**EDUCATION CODE**

200-262.4 Prohibition of discrimination

32282 Comprehensive safety plan

35160 Authority of governing boards

35160.1 Broad authority of school districts

35181 Governing board policy on responsibilities of students

35291-35291.5 Rules

48900-48925 Suspension or expulsion

48901.5 Electronic signaling devices

48985 Translation of notices

51512 Prohibition against electronic listening/recording device in classroom without permission

PENAL CODE

422.55 Defining hate crime

BULLYING

647-647.7 Use of camera or other instrument to invade person's privacy

653.2 Electronic communication devices, threats to safety

UNITED STATES CODE, TITLE 47

254 Universal service discounts (e-rate)

COURT DECISIONS

J.C. v. Beverly Hills Unified School District (2010) 711 F.Supp.2d 1094

Lavine v. Blaine School District (9th Cir. 2002) 279 F.3d 71

O.Z. v. Bd. of Trustees (C.D. Cal. Sept. 9, 2008) 2008 WL 4396895

Tinker v. Des Moines Independent Community School District (1969) 393 U.S. 503

Management Resources:

CSBA PUBLICATIONS

Safe Schools: Strategies for Governing Boards to Ensure Student Success, 2011

Providing a Safe, Nondiscriminatory School Environment for All Students, April 2010

Cyberbullying: Policy Considerations for Boards, Policy Brief, July 2007

CALIFORNIA DEPARTMENT OF EDUCATION PUBLICATIONS

Health Education Content Standards for Cal. Public Schools: K-12 Grade, 2008

Bullying at School, 2003

U.S. DEPARTMENT OF EDUCATION, OFFICE FOR CIVIL RIGHTS PUBLICATIONS

Dear Colleague Letter: Harassment and Bullying, October 2010

WEB SITES

CSBA: <http://www.csba.org>

California Cybersafety for Children: <http://www.cybersafety.ca.gov>

California Department of Education, Safe Schools Office: <http://www.cde.ca.gov/ls/ss>

Center for Safe and Responsible Internet Use: <http://cyberbully.org>

National School Boards Association: <http://www.nsba.org>

National School Safety Center: <http://www.schoolsafety.us>

U.S. Department of Education, Office for Civil Rights: <http://www.ed.gov/about/offices/list/ocr>

Students **BP 5131.2(a)**

BULLYING

The Governing Board believes that all students have a right to a safe and healthy school environment. The Board also believes that the district, its schools, and community have an obligation to promote mutual respect, tolerance, and acceptance. Student safety is of the highest priority, and the Board will not tolerate behavior in the form of bullying that infringes on the safety, or emotional or physical well-being of any student.

For purposes of student discipline, the definition of bullying is governed by Education Code section 48900(r) and district Board Policy and Administrative Regulation 5144.1 (Suspension/Expulsion). More generally, however, and for purposes of this policy, bullying is defined as abusive action or conduct, which can be physical, verbal, written, psychological, or sexual in nature. Examples of bullying in these differing forms include, but are not limited to:

1. Physical: hitting, kicking, spitting, and pushing;
2. Verbal or Written: teasing, threatening, and name-calling;
3. Psychological: social isolation, manipulation, spreading rumors, and intimidating; and/or
4. Sexual: touching, assault, exhibitionism, and many of the actions listed above.

Normally bullying is a pattern of conduct or repeated over a period of time, but may in some instances take the form of one severe or egregious act.

The district may provide students with instruction, in the classroom or other educational settings, that promotes effective communication and conflict resolution skills, social skills, character/values education, respect for cultural and individual differences, self-esteem development, assertiveness skills, and appropriate online behavior. District schools are encouraged to educate students, at least once annually and more often when called for, regarding the district's policies governing and prohibiting bullying, as well as the types of conduct constituting bullying and the harmful consequences of bullying on student victims.

(cf. 6163.4 - Student Use of Technology)

(cf. 6142.8 - Comprehensive Health Education)

(cf. 6142.94 - History-Social Science Instruction)

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While bullying among students is often perceived by students as common, the Board does not view such conduct or its consequences on the victims of bullying as a normal part of growing up to which district students should be subjected. The Board finds that the harmful consequences to student victims of bullying include, but are not limited to:

1. Negative impact on students' grades because of victims' concern over bullying and inability to focus on learning;

2. Absenteeism, truancy and dropping out in order to avoid an environment of bullying;
3. Psychological impacts on victims' self-esteem and: feelings of isolation, and resulting in withdrawal and/or depression;
4. Creation of a dangerous educational environment where victims physically fight back in response to perpetrators, or bring weapons or dangerous objects to school for protection from perpetrators; and
5. Long-term consequences for victims in terms of anxiousness, insecurity and/or depression.

Students

BP 5131.2(b)

BULLYING

These and other The harmful consequences of bullying described above and other detrimental impacts harms resulting from bullying are significant, and severely negatively influence impact students' ability to learn. The Board believes that the district and its schools are responsible for creating safe learning environments for all students and must work proactively to prevent bullying so that detrimental impacts on student learning and attendance do not result.

Consistent with the negative impacts of bullying that the Board seeks to prevent and redress, Board Policy 5145.3 prohibits discrimination, harassment, intimidation and bullying based on, among other things, actual or perceived disability, gender, gender identity, gender expression, nationality, race or ethnicity, religion, sexual orientation, or association with a person or group with one or more of these actual or perceived characteristics. No student or group of students shall, through physical, written, verbal, or other means, harass, sexually harass, threaten, intimidate, bully, cyberbully, cause bodily injury to, or commit hate violence against any other student, group of students, or school personnel. This policy applies to all acts related to school activity or school attendance occurring within a school under the jurisdiction of the district Superintendent.

(cf. 5131 - Conduct)

(cf. 5136 - Gangs)

(cf. 5145.3 - Nondiscrimination/Harassment/Intimidation/Bullying)

(cf. 5145.7 - Sexual Harassment)

(cf. 5145.9 - Hate-Motivated Behavior)

Cyberbullying

The Board finds that bullying takes place through the Internet or other forms of technology and electronic acts, i.e., cyberbullying. Cyberbullying includes the transmission of harassing communications, direct threats, or other harmful texts, sounds, or images on the Internet, social media, or other technologies using a telephone, computer, or any wireless communication

device. Cyberbullying also includes breaking into another person's electronic account and assuming that person's identity in order to damage that person's reputation.

*(cf. 5144.1 - Suspension and Expulsion/Due Process)
(cf. 5145.2 - Freedom of Speech/Expression)*

Students

BP 5131.2(c)

BULLYING

Bullying Prevention

The Board directs the Superintendent or designee to develop strategies for bullying prevention and intervention consistent with this policy, as well as consistent with Board policy and administrative regulations governing the development of comprehensive school safety plans, and to ensure that such strategies are incorporated into such safety plans.

(cf. 0420 - *School Plans/Site Councils*)

(cf. 0450 - *Comprehensive Safety Plan*)

(cf. 1220 - *Citizen Advisory Committees*)

(cf. 1400 - *Relations Between Other Governmental Agencies and the Schools*)

(cf. 6020 - *Parent Involvement*)

To the extent possible, district and school strategies shall focus on the prevention of bullying by establishing clear rules for student conduct and strategies to establish a positive, collaborative school climate. Students shall be informed, through student handbooks and other appropriate means, of district and school rules related to bullying, mechanisms available for reporting incidents of bullying, and the consequences for perpetrators of bullying.

(cf. 1312.3 - *Uniform Complaint Procedures*)

(cf. 5137 - *Positive School Climate*)

(cf. 5144.1 – *Suspension and Expulsion/Due Process*)

(cf. 5145.3 - *Nondiscrimination/Harassment/Intimidation/Bullying*)

(cf. 6164.2 - *Guidance/Counseling Services*)

(cf. 6162.7 - *Use of Technology in Instruction*)

The district may provide students with instruction, in the classroom or other educational settings, that promotes effective communication and conflict resolution skills, social skills, character/values education, respect for cultural and individual differences, self-esteem development, assertiveness skills, and appropriate online behavior. District schools are encouraged to educate students, at least once annually and more often when called for, regarding the district's policies governing and prohibiting bullying, as well as the types of conduct constituting bullying and the harmful consequences of bullying on student victims.

(cf. 6163.4 - *Student Use of Technology*)

(cf. 6142.8 - *Comprehensive Health Education*)

(cf. 6142.94 - *History/Social Science Instruction*)

Students**BP 5131.2(d)****BULLYING**

Designated school staff shall receive related professional development, including information about early warning signs of harassing/intimidating/bullying behaviors and effective prevention and intervention strategies. District teachers are also encouraged to discuss at least once annually with their students, and more often when called for, on the district's policies governing and prohibiting bullying.

(cf. 4131 - Staff Development)

(cf. 4231 - Staff Development)

(cf. 4331 - Staff Development)

Based on evidence establishing that bullying behaviors or incidents continue to occur over time at a school, despite prevention efforts, the Superintendent or designee may temporarily increase supervision in affected areas of the campus.

Intervention

Students are expected to notify school staff when they are being bullied. Additionally, students who witness acts of bullying, or who suspect that another student is a victim of bullying, are encouraged and expected to notify school staff.

The Superintendent or designee shall develop means for students to report threats or incidents confidentially and anonymously. School staff shall take immediate steps of intervention to investigate and correct bullying behavior when reported. District staff shall immediately interview involved students when an incident of bullying is reported, as well as document when an incident of bullying is reported and that the bullying behavior was corrected and stopped. District staff shall maintain a record of the reported bullying and intervention steps taken to correct the bullying behavior. Additionally, District staff who witness bullying shall immediately intervene to stop the incident when it is safe to do so. (Education Code 234.1)

As appropriate, the Superintendent or designee, or Principal or designee, shall notify the parents/guardians of victims and perpetrators of bullying. District staff, where appropriate, may involve the parents of bullying victims and bullying perpetrators to resolve and remediate bullying behavior, and to ensure that bullying does not recur. The Superintendent or designee, or Principal or designee also may involve school counselors, mental health counselors, and/or law enforcement.

School staff and students shall make all reasonable efforts to resolve disputes between students involving bullying. Students are to resolve their disputes without resorting to violence.

Students, especially those trained in conflict resolution and peer mediation, are encouraged to help fellow students resolve problems related to bullying peaceably.

School staff, where appropriate, shall refer students to conflict resolution or peer mediation with trained staff, adult or peer mediators. School staff and mediators will maintain the confidentiality of such conflict resolution and mediation discussions. Conflict resolution processes shall not supplant the authority of school staff to act to prevent violence, ensure campus safety, maintain order, and discipline students with respect to acts of bullying.

Students

BP 5131.2(e)

BULLYING

Complaints and Investigation

Students may submit to a teacher or administrator a verbal or written complaint of conduct that they consider to be bullying. In addition to informal resolution of complaints of bullying at the site level through a complaint to a teacher or site administrator, a written complaint can be filed in accordance with the Uniform Complaint Process under Board Policies 5145.3 (Nondiscrimination/Harassment/Intimidation/Bullying) and 1312.3 (Uniform Complaint Process). Such formal complaints should be submitted to the appropriate District administrators as designated in Board Policies 5145.3 and 1312.3.

(cf. 1312.3 - Uniform Complaint Procedures)

(cf. 5144.1 - Suspension and Expulsion/Due Process)

(cf. 5145.3 - Nondiscrimination/Harassment/Intimidation/Bullying)

Discipline

Any student who engages in bullying on school premises, or off campus in a manner that causes or is likely to cause a substantial disruption of a school activity or school attendance, shall be subject to discipline, which may include suspension or expulsion, in accordance with district policies and regulations, and the Education Code. (Education Code section 48900(r)-(s))

(cf. 5144.1 - Suspension and Expulsion/Due Process)

When a student is reported to be engaging in bullying off campus, the Superintendent or designee shall investigate and document the activity and shall identify specific facts or circumstances that explain the impact or potential impact on school activity, school attendance, or the targeted student's educational performance.

When the circumstances involve cyberbullying, individuals with information about the activity are encouraged to save, record and/or print any electronic or digital messages sent to them that they feel constitute cyberbullying and to notify a teacher, the principal, or other employee so that the matter may be investigated.

If the student is using a social networking site or service that has terms of use that prohibit posting of harmful material, the Superintendent or designee also may provide notice to or file a complaint with the Internet site or service provider to have the objectionable material removed.

Even where discipline is not called for under district policies and regulations or the Education Code, school staff shall consider whether other forms of interventions are appropriate to address the needs of the alleged victim or victims and the conduct of the alleged perpetrator or perpetrators.

Students**BP 5131.2(f)****BULLYING**

This policy, however, shall not be construed to limit pupil rights to free speech as protected by the United States Constitution, the California Constitution, or other applicable laws governing student free speech rights.

*(cf. 5131 - Conduct)
(cf. 5145.2 - Freedom of Speech/Expression)*

Publicize/Notice of Bullying Policy

The Board directs the Superintendent or designee to publicize this policy, as well as the district's policies governing and describing how to submit a complaint regarding bullying, and to ensure that notice of this policy is posted in school offices, schools, staff lounges and student government meeting rooms.

Other Enforcement Mechanisms

The Board's bullying policy is intended to supplement, and not replace, any applicable state and federal laws and regulations. Students may also request that other state and federal governmental agencies investigate complaints of bullying. For example, any student who thinks he or she has been bullied or retaliated against for complaining about bullying may file a complaint with the California Department of Education or U.S. Office for Civil Rights.

Legal Reference:**EDUCATION CODE**

200-262.4 Prohibition of discrimination

32282 Comprehensive safety plan

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35160.1 Broad authority of school districts

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35291-35291.5 Rules

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48901.5 Electronic signaling devices

48985 Translation of notices

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PENAL CODE

422.55 Defining hate crime

647-647.7 Use of camera or other instrument to invade person's privacy

653.2 Electronic communication devices, threats to safety

UNITED STATES CODE, TITLE 47

254 Universal service discounts (e-rate)

Students

BP 5131.2(g)

BULLYING

COURT DECISIONS

J.C. v. Beverly Hills Unified School District (2010) 711 F.Supp.2d 1094

Lavine v. Blaine School District (9th Cir. 2002) 279 F.3d 71

O.Z. v. Bd. of Trustees (C.D. Cal. Sept. 9, 2008) 2008 WL 4396895

Tinker v. Des Moines Independent Community School District (1969) 393 U.S. 503

Management Resources:

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U.S. DEPARTMENT OF EDUCATION, OFFICE FOR CIVIL RIGHTS PUBLICATIONS

Dear Colleague Letter: Harassment and Bullying, October 2010

WEB SITES

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California Department of Education, Safe Schools Office: <http://www.cde.ca.gov/ls/ss>

Center for Safe and Responsible Internet Use: <http://cyberbully.org>

National School Boards Association: <http://www.nsba.org>

National School Safety Center: <http://www.schoolsafety.us>

U.S. Department of Education, Office for Civil Rights: <http://www.ed.gov/about/offices/list/ocr>

Policy
Adopted: June ___, 2012

ELK GROVE UNIFIED SCHOOL DISTRICT
Elk Grove, California